

2025-2026**BISD Classroom Teacher Pay Scale**

<i>Years of Experience</i>	<i>State Minimum</i>	<i>25-26 Teachers</i>
0	\$ 33,960.00	\$ 43,250.00
1	\$ 34,690.00	\$ 45,250.00
2	\$ 35,410.00	\$ 46,075.00
3	\$ 36,150.00	\$ 47,139.00
4	\$ 37,690.00	\$ 47,639.00
5	\$ 39,230.00	\$ 52,139.00
6	\$ 40,770.00	\$ 52,639.00
7	\$ 42,200.00	\$ 53,139.00
8	\$ 43,550.00	\$ 53,639.00
9	\$ 44,840.00	\$ 54,639.00
10	\$ 46,040.00	\$ 55,639.00
11	\$ 47,180.00	\$ 56,639.00
12	\$ 48,280.00	\$ 57,639.00
13	\$ 49,280.00	\$ 58,639.00
14	\$ 50,250.00	\$ 59,539.00
15	\$ 51,160.00	\$ 60,439.00
16	\$ 52,030.00	\$ 61,339.00
17	\$ 52,840.00	\$ 62,239.00
18	\$ 53,610.00	\$ 63,139.00
19	\$ 54,340.00	\$ 63,939.00
20	\$ 55,030.00	\$ 64,739.00
21	\$ 55,030.00	\$ 65,539.00
22	\$ 55,030.00	\$ 66,339.00
23	\$ 55,030.00	\$ 67,139.00
24	\$ 55,030.00	\$ 67,539.00
25	\$ 55,030.00	\$ 67,939.00
26	\$ 55,030.00	\$ 68,339.00
27	\$ 55,030.00	\$ 68,739.00
28	\$ 55,030.00	\$ 69,139.00
29	\$ 55,030.00	\$ 69,569.00
30	\$ 55,030.00	\$ 70,069.00
31	\$ 55,030.00	\$ 70,569.00
32	\$ 55,030.00	\$ 71,069.00
33	\$ 55,030.00	\$ 71,569.00

Classroom Teacher Pay Scale (Texas Education code 5.001)

The salaries listed above are based on 10-month employment for the 2025-2026 school year. Salary plans are determined on an annual basis. The annual pay raise budget is approved by the Board of Trustees.

Administrative/Professional Pay Plan

Bullard ISD

Pay Grade	Calendar		Minimum	Midpoint	Maximum
PGADM					
1		Daily	\$246.48	\$302.42	\$358.37
	187	187 Days	46,092	56,553	67,015
	197	197 Days	48,557	59,577	70,599
	207	207 Days	51,021	62,601	74,183
	217	217 Days	53,486	65,625	77,766
	226	226 Days	55,704	68,347	80,992
	261	261 Days	64,331	78,932	93,535
2		Daily	\$258.80	\$317.54	\$376.29
	197	197 Days	50,984	62,555	74,129
	217	217 Days	56,160	68,906	81,655
	226	226 Days	58,489	71,764	85,042
	261	261 Days	67,547	82,878	98,212
3		Daily	\$298.23	\$365.93	\$433.64
	197	197 Days	58,751	72,088	85,427
	217	217 Days	64,716	79,407	94,100
	226	226 Days	67,400	82,700	98,003
	261	261 Days	77,838	95,508	113,180
4		Daily	\$320.84	\$384.23	\$447.63
	217	217 Days	69,622	83,378	97,136
	226	226 Days	72,510	86,836	101,164
5		Daily	\$336.88	\$403.44	\$470.02
	226	226 Days	76,135	91,177	106,225
6		Daily	\$361.28	\$432.66	\$504.06
	226	226 Days	81,649	97,781	113,918
7		Daily	\$405.00	\$485.02	\$565.04
	226	226 Days	91,530	109,615	127,699
8		Daily	\$429.29	\$514.12	\$598.95
	226	226 Days	97,020	116,191	135,363

Librarian/RN/SLPA Pay Plan

Bullard ISD

Pay Grade	Calendar	Minimum	Midpoint	Maximum	
**NEW 25-26					
Lib/Nur/SLPA		Daily	\$231.28	\$290.05	\$354.44
	187	187 Days	43,249	54,239	66,280
	197	197 Days	45,562	57,140	69,825

Clerical Paraprofessional Pay Plan
Bullard ISD

Pay Grade	Calendar	# Hours		Minimum	Midpoint	Maximum
PGPARA						
1			Hourly	\$10.77	\$13.48	\$16.20
	187	8	187 Days	16,112	20,166	24,235
	207	8	207 Days	17,835	22,323	26,827
2			Hourly	\$12.15	\$15.22	\$18.30
	187	8	187 Days	18,176	22,769	27,377
	197	8	197 Days	19,148	23,987	28,841
3			Hourly	\$13.33	\$16.50	\$19.68
	197	8	197 Days	21,008	26,004	31,016
4			Hourly	\$14.35	\$17.97	\$21.59
	207	8	207 Days	23,764	29,758	35,753
5			Hourly	\$17.43	\$21.64	\$25.86
	187	8	187 Days	26,075	32,373	38,687
	197	8	197 Days	27,470	34,105	40,755
	207	8	207 Days	28,864	35,836	42,824
	226	8	226 Days	31,513	39,125	46,755
6			Hourly	\$21.02	\$26.23	\$31.54
	226	8	226 Days	38,004	47,424	57,024
7			Hourly	\$25.37	\$31.61	\$38.85
	226	8	226 Days	45,869	57,151	70,241

Auxillary Pay Plan

Bullard ISD

Pay Grade	# Days	# Hours	Minimum Midpoint Maximum				
PGAUXHR							
1			Hourly		\$10.77	\$13.33	\$15.89
	173	7	173 Days		14,906	18,449	21,992
	261	8	261 Days		22,488	27,833	33,178
2			Hourly		\$12.30	\$15.01	\$17.72
	261	8	261 Days		25,682	31,341	36,999
3			Hourly		\$14.11	\$17.63	\$21.16
	181	8	174 Days		19,641	24,541	29,455
	261	8	261 Days		29,462	36,811	44,182
4			Hourly		\$16.40	\$20.28	\$24.15
	217	8	217 Days		28,470	35,206	41,924
	261	8	261 Days		34,243	42,345	50,425
5			Hourly		\$19.74	\$23.64	\$27.54
	261	8	261 Days		41,217	49,360	57,504
6			Hourly		\$32.32	\$37.37	\$42.42
	197	8	197 Days		50,936	58,895	66,854
BM			Hourly		\$10.25	\$10.77	\$11.28
	171	4.5	171 Days		14,022	14,733	15,431
BD			Hourly		\$17.60	\$20.50	\$23.58
	171	4.5	171 Days		24,077	28,044	32,257

Substitutes

Bullard ISD

Category	Assignment	Rate	Amount	Misc
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Substitutes	Rate	Amt	Beginning on Day 11
Certified Substitute	Daily	95	110
Non-Certified Substitute	Daily	75	85
Nurse (RN)	Daily	95	110