



2025-2026 Salary Schedule for Non-Certified Teachers

STEP	Houston South	Hou. W & N Beaumont Bryan	Dallas/FW Waco	Midland Odessa	San Ant. Laredo Brownsv.	El Paso	Austin	Lubbock
0	\$58,000	\$58,000	\$57,500	\$56,500	\$55,000	\$54,500	\$54,000	\$53,000
1	\$58,250	\$58,250	\$57,750	\$56,750	\$55,250	\$54,750	\$54,250	\$53,250
2	\$58,500	\$58,500	\$58,000	\$57,000	\$55,500	\$55,000	\$54,500	\$53,500
3	\$59,250	\$58,750	\$58,250	\$57,750	\$56,250	\$56,250	\$55,250	\$55,250
4	\$59,500	\$59,000	\$58,500	\$58,000	\$56,500	\$56,500	\$55,500	\$55,500
5	\$64,750	\$61,750	\$61,250	\$61,750	\$60,250	\$60,250	\$59,250	\$59,250
6	\$65,000	\$62,000	\$61,500	\$62,000	\$60,500	\$60,500	\$59,500	\$59,500
7	\$65,250	\$62,250	\$61,750	\$62,250	\$60,750	\$60,750	\$59,750	\$59,750
8	\$65,500	\$62,500	\$62,000	\$62,500	\$61,000	\$61,000	\$60,000	\$60,000
9	\$65,750	\$62,750	\$62,250	\$62,750	\$61,250	\$61,250	\$60,250	\$60,250
10	\$67,000	\$64,000	\$63,500	\$64,000	\$62,500	\$62,500	\$61,500	\$61,500
11	\$67,250	\$64,250	\$63,750	\$64,250	\$62,750	\$62,750	\$61,750	\$61,750
12	\$67,500	\$64,500	\$64,000	\$64,500	\$63,000	\$63,000	\$62,000	\$62,000
13	\$67,750	\$64,750	\$64,250	\$64,750	\$63,250	\$63,250	\$62,250	\$62,250
14	\$68,000	\$65,000	\$64,500	\$65,000	\$63,500	\$63,500	\$62,500	\$62,500
15	\$68,250	\$65,250	\$64,750	\$65,250	\$63,750	\$63,750	\$62,750	\$62,750
16	\$68,500	\$65,500	\$65,000	\$65,500	\$64,000	\$64,000	\$63,000	\$63,000
17	\$68,750	\$65,750	\$65,250	\$65,750	\$64,250	\$64,250	\$63,250	\$63,250
18	\$69,000	\$66,000	\$65,500	\$66,000	\$64,500	\$64,500	\$63,500	\$63,500
19	\$69,250	\$66,250	\$65,750	\$66,250	\$64,750	\$64,750	\$63,750	\$63,750
20	\$69,500	\$66,500	\$66,000	\$66,500	\$65,000	\$65,000	\$64,000	\$64,000
21	\$69,750	\$66,750	\$66,250	\$66,750	\$65,250	\$65,250	\$64,250	\$64,250
22	\$70,000	\$67,000	\$66,500	\$67,000	\$65,500	\$65,500	\$64,500	\$64,500
23	\$70,250	\$67,250	\$66,750	\$67,250	\$65,750	\$65,750	\$64,750	\$64,750
24	\$70,500	\$67,500	\$67,000	\$67,500	\$66,000	\$66,000	\$65,000	\$65,000
25	\$70,750	\$67,750	\$67,250	\$67,750	\$66,250	\$66,250	\$65,250	\$65,250
26	\$71,000	\$68,000	\$67,500	\$68,000	\$66,500	\$66,500	\$65,500	\$65,500
27	\$71,250	\$68,250	\$67,750	\$68,250	\$66,750	\$66,750	\$65,750	\$65,750
28	\$71,500	\$68,500	\$68,000	\$68,500	\$67,000	\$67,000	\$66,000	\$66,000
29	\$71,750	\$68,750	\$68,250	\$68,750	\$67,250	\$67,250	\$66,250	\$66,250
30+	\$72,000	\$69,000	\$68,500	\$69,000	\$67,500	\$67,500	\$66,500	\$66,500

Additional Stipends

Hard-to-Staff	
SPED, Dyslexia	\$4,000
Mathematics	\$3,000
Science	\$3,000
Bilingual	\$3,000
Computer, Tech App	\$2,000
GT	\$2,000
ELA - Reading	\$1,000
Social Studies	\$1,000
Generalist	\$1,000
Campus Inst. Coach	\$5,000

Advanced Degree	
Master's Degree	\$1,000
Doctoral Degree	\$2,500

Additional Certifications	
TX ESL endorsement - for Math, Science, SS, SPED teachers and Math Coaches	\$500
TX ESL endorsement - for ELAR, RLS, and Generalist teachers and ELAR/PK-2 Coaches	\$2,000
TX SPED endorsement - for Math, Science, ELA, SS, Generalist, RLS, and Dyslexia teachers and Campus Coaches	\$1,000

Sign-On Bonuses (TIA Bonuses are in addition to TIA allotments)	
TIA Master Teacher	up to \$10K
TIA Exemplary Teacher	up to \$8K
TIA Recognized Teacher	up to \$6K
Midland/Odessa Region	\$3,000
TX Reading Acad. Comp	\$2,000

★ Harmony Public Schools is proud to have all districts approved for the Teacher Incentive Allotment (TIA)

Harmony also offers supplemental duty stipends & performance bonuses!