

**2025-2026 TEA Certificated Salary Schedule**  
**Effective 08/27/2025**

Year	Pay Step		01	02	03	04	06	7A	9	1A	3A	13
			BA	BA +15	BA +30	BA +45	BA +90	MA+0	BA +135	MA +45	MA +90	PHD
0	1	Base Salary	70,382	71,037	71,689	72,812	76,655	84,245	83,226	86,091	89,926	92,473
		Professional Responsibility Stipend	3,167	3,197	3,226	3,277	3,449	3,791	3,745	3,874	4,047	4,161
		<b>TOTAL CONTRACTED SALARY</b>	<b>73,549</b>	<b>74,234</b>	<b>74,915</b>	<b>76,089</b>	<b>80,104</b>	<b>88,036</b>	<b>86,971</b>	<b>89,965</b>	<b>93,973</b>	<b>96,634</b>
		Optional Self-Selected Professional Development (14 hours)	754	761	768	780	822	903	892	923	964	991
		Optional Technology Professional Development (7 Hours)	377	381	384	390	411	451	446	461	482	496
		District Professional Development (7 hours)	377	381	384	390	411	451	446	461	482	496
		<b>TOTAL SALARY AVAILABLE</b>	<b>75,058</b>	<b>75,757</b>	<b>76,452</b>	<b>77,650</b>	<b>81,747</b>	<b>89,842</b>	<b>88,755</b>	<b>91,810</b>	<b>95,901</b>	<b>98,616</b>
1	2	Base Salary	71,036	71,539	73,455	76,012	79,924	84,903	86,522	89,284	93,133	95,772
		Professional Responsibility Stipend	3,197	3,219	3,305	3,421	3,597	3,821	3,893	4,018	4,191	4,310
		<b>TOTAL CONTRACTED SALARY</b>	<b>74,233</b>	<b>74,758</b>	<b>76,760</b>	<b>79,433</b>	<b>83,521</b>	<b>88,724</b>	<b>90,415</b>	<b>93,302</b>	<b>97,324</b>	<b>100,082</b>
		Optional Self-Selected Professional Development (14 hours)	761	767	787	815	857	910	927	957	998	1,026
		Optional Technology Professional Development (7 Hours)	381	383	394	407	428	455	464	478	499	513
		District Professional Development (7 hours)	381	383	394	407	428	455	464	478	499	513
		<b>TOTAL SALARY AVAILABLE</b>	<b>75,756</b>	<b>76,292</b>	<b>78,335</b>	<b>81,062</b>	<b>85,234</b>	<b>90,544</b>	<b>92,270</b>	<b>95,216</b>	<b>99,320</b>	<b>102,135</b>
2	3	Base Salary	72,114	74,021	75,919	78,502	82,431	85,267	88,969	91,588	95,516	98,132
		Professional Responsibility Stipend	3,245	3,331	3,416	3,533	3,709	3,837	4,004	4,121	4,298	4,416
		<b>TOTAL CONTRACTED SALARY</b>	<b>75,359</b>	<b>77,352</b>	<b>79,335</b>	<b>82,035</b>	<b>86,140</b>	<b>89,104</b>	<b>92,973</b>	<b>95,709</b>	<b>99,814</b>	<b>102,548</b>
		Optional Self-Selected Professional Development (14 hours)	773	793	814	841	883	914	954	982	1,024	1,052
		Optional Technology Professional Development (7 Hours)	386	397	407	421	442	457	477	491	512	526
		District Professional Development (7 hours)	386	397	407	421	442	457	477	491	512	526
		<b>TOTAL SALARY AVAILABLE</b>	<b>76,905</b>	<b>78,939</b>	<b>80,962</b>	<b>83,718</b>	<b>87,907</b>	<b>90,932</b>	<b>94,880</b>	<b>97,672</b>	<b>101,861</b>	<b>104,652</b>
3	4	Base Salary	73,841	75,717	77,637	80,205	84,052	86,740	90,467	93,038	96,889	99,462
		Professional Responsibility Stipend	3,323	3,407	3,494	3,609	3,782	3,903	4,071	4,187	4,360	4,476
		<b>TOTAL CONTRACTED SALARY</b>	<b>77,164</b>	<b>79,124</b>	<b>81,131</b>	<b>83,814</b>	<b>87,834</b>	<b>90,643</b>	<b>94,538</b>	<b>97,225</b>	<b>101,249</b>	<b>103,938</b>
		Optional Self-Selected Professional Development (14 hours)	791	812	832	860	901	930	970	997	1,038	1,066
		Optional Technology Professional Development (7 Hours)	396	406	416	430	450	465	485	499	519	533
		District Professional Development (7 hours)	396	406	416	430	450	465	485	499	519	533
		<b>TOTAL SALARY AVAILABLE</b>	<b>78,747</b>	<b>80,747</b>	<b>82,795</b>	<b>85,533</b>	<b>89,636</b>	<b>92,502</b>	<b>96,477</b>	<b>99,219</b>	<b>103,326</b>	<b>106,070</b>
4	5	Base Salary	76,255	78,158	80,057	82,600	86,413	88,970	92,771	95,310	99,121	101,662
		Professional Responsibility Stipend	3,431	3,517	3,603	3,717	3,889	4,004	4,175	4,289	4,460	4,575
		<b>TOTAL CONTRACTED SALARY</b>	<b>79,686</b>	<b>81,675</b>	<b>83,660</b>	<b>86,317</b>	<b>90,302</b>	<b>92,974</b>	<b>96,946</b>	<b>99,599</b>	<b>103,581</b>	<b>106,237</b>
		Optional Self-Selected Professional Development (14 hours)	817	838	858	885	926	954	994	1,022	1,062	1,090
		Optional Technology Professional Development (7 Hours)	409	419	429	443	463	477	497	511	531	545
		District Professional Development (7 hours)	409	419	429	443	463	477	497	511	531	545
		<b>TOTAL SALARY AVAILABLE</b>	<b>81,321</b>	<b>83,350</b>	<b>85,376</b>	<b>88,088</b>	<b>92,154</b>	<b>94,881</b>	<b>98,935</b>	<b>101,642</b>	<b>105,706</b>	<b>108,416</b>

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			BA	BA +15	BA +30	BA +45	BA +90	MA+0	BA +135	MA +45	MA +90	PHD
5	6	Base Salary	78,653	80,541	82,426	84,951	88,723	91,233	95,013	97,531	101,306	103,825
		Professional Responsibility Stipend	3,539	3,624	3,709	3,823	3,993	4,105	4,276	4,389	4,559	4,672
		<b>TOTAL CONTRACTED SALARY</b>	<b>82,192</b>	<b>84,165</b>	<b>86,135</b>	<b>88,774</b>	<b>92,716</b>	<b>95,338</b>	<b>99,289</b>	<b>101,920</b>	<b>105,865</b>	<b>108,497</b>
		Optional Self-Selected Professional Development (14 hours)	843	863	883	911	951	978	1,018	1,045	1,086	1,113
		Optional Technology Professional Development (7 Hours)	421	432	442	455	475	489	509	523	543	556
		District Professional Development (7 hours)	421	432	442	455	475	489	509	523	543	556
		<b>TOTAL SALARY AVAILABLE</b>	<b>83,878</b>	<b>85,891</b>	<b>87,902</b>	<b>90,595</b>	<b>94,618</b>	<b>97,294</b>	<b>101,326</b>	<b>104,011</b>	<b>108,037</b>	<b>110,723</b>
6	7	Base Salary	81,798	83,686	85,581	88,089	91,866	94,386	98,163	100,677	104,455	106,966
		Professional Responsibility Stipend	3,681	3,766	3,851	3,964	4,134	4,247	4,417	4,530	4,700	4,813
		<b>TOTAL CONTRACTED SALARY</b>	<b>85,479</b>	<b>87,452</b>	<b>89,432</b>	<b>92,053</b>	<b>96,000</b>	<b>98,633</b>	<b>102,580</b>	<b>105,207</b>	<b>109,155</b>	<b>111,779</b>
		Optional Self-Selected Professional Development (14 hours)	877	897	917	944	985	1,012	1,052	1,079	1,120	1,146
		Optional Technology Professional Development (7 Hours)	438	448	459	472	492	506	526	540	560	573
		District Professional Development (7 hours)	438	448	459	472	492	506	526	540	560	573
		<b>TOTAL SALARY AVAILABLE</b>	<b>87,232</b>	<b>89,246</b>	<b>91,267</b>	<b>93,941</b>	<b>97,969</b>	<b>100,656</b>	<b>104,684</b>	<b>107,365</b>	<b>111,394</b>	<b>114,072</b>
7	8	Base Salary	84,117	85,981	87,847	90,346	94,083	96,570	100,308	102,796	106,544	109,033
		Professional Responsibility Stipend	3,785	3,869	3,953	4,066	4,234	4,346	4,514	4,626	4,794	4,906
		<b>TOTAL CONTRACTED SALARY</b>	<b>87,902</b>	<b>89,850</b>	<b>91,800</b>	<b>94,412</b>	<b>98,317</b>	<b>100,916</b>	<b>104,822</b>	<b>107,422</b>	<b>111,338</b>	<b>113,939</b>
		Optional Self-Selected Professional Development (14 hours)	902	922	942	968	1,008	1,035	1,075	1,102	1,142	1,169
		Optional Technology Professional Development (7 Hours)	451	461	471	484	504	518	538	551	571	584
		District Professional Development (7 hours)	451	461	471	484	504	518	538	551	571	584
		<b>TOTAL SALARY AVAILABLE</b>	<b>89,705</b>	<b>91,693</b>	<b>93,683</b>	<b>96,349</b>	<b>100,334</b>	<b>102,986</b>	<b>106,972</b>	<b>109,626</b>	<b>113,622</b>	<b>116,276</b>
8	9	Base Salary	87,224	89,091	90,964	93,455	97,194	99,687	103,427	105,917	109,653	112,144
		Professional Responsibility Stipend	3,925	4,009	4,093	4,205	4,374	4,486	4,654	4,766	4,934	5,046
		<b>TOTAL CONTRACTED SALARY</b>	<b>91,149</b>	<b>93,100</b>	<b>95,057</b>	<b>97,660</b>	<b>101,568</b>	<b>104,173</b>	<b>108,081</b>	<b>110,683</b>	<b>114,587</b>	<b>117,190</b>
		Optional Self-Selected Professional Development (14 hours)	935	955	975	1,002	1,042	1,068	1,109	1,135	1,175	1,202
		Optional Technology Professional Development (7 Hours)	467	477	487	501	521	534	554	568	588	601
		District Professional Development (7 hours)	467	477	487	501	521	534	554	568	588	601
		<b>TOTAL SALARY AVAILABLE</b>	<b>93,019</b>	<b>95,010</b>	<b>97,007</b>	<b>99,663</b>	<b>103,651</b>	<b>106,310</b>	<b>110,298</b>	<b>112,953</b>	<b>116,938</b>	<b>119,594</b>
9	10	Base Salary	90,346	92,210	94,083	96,570	100,308	102,796	106,544	109,033	112,773	115,267
		Professional Responsibility Stipend	4,066	4,149	4,234	4,346	4,514	4,626	4,794	4,906	5,075	5,187
		<b>TOTAL CONTRACTED SALARY</b>	<b>94,412</b>	<b>96,359</b>	<b>98,317</b>	<b>100,916</b>	<b>104,822</b>	<b>107,422</b>	<b>111,338</b>	<b>113,939</b>	<b>117,848</b>	<b>120,454</b>
		Optional Self-Selected Professional Development (14 hours)	968	988	1,008	1,035	1,075	1,102	1,142	1,169	1,209	1,235
		Optional Technology Professional Development (7 Hours)	484	494	504	518	538	551	571	584	604	618
		District Professional Development (7 hours)	484	494	504	518	538	551	571	584	604	618
		<b>TOTAL SALARY AVAILABLE</b>	<b>96,349</b>	<b>98,336</b>	<b>100,334</b>	<b>102,986</b>	<b>106,972</b>	<b>109,626</b>	<b>113,622</b>	<b>116,276</b>	<b>120,265</b>	<b>122,925</b>

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10	11	Base Salary	93,455	95,324	97,194	99,687	103,427	105,917	109,653	112,144	115,883	118,378
		Professional Responsibility Stipend	4,205	4,290	4,374	4,486	4,654	4,766	4,934	5,046	5,215	5,327
		<b>TOTAL CONTRACTED SALARY</b>	<b>97,660</b>	<b>99,614</b>	<b>101,568</b>	<b>104,173</b>	<b>108,081</b>	<b>110,683</b>	<b>114,587</b>	<b>117,190</b>	<b>121,098</b>	<b>123,705</b>
		Self-Selected Professional Development (14 hours)	1,002	1,022	1,042	1,068	1,109	1,135	1,175	1,202	1,242	1,269
		Technology Professional Development (7 Hours)	501	511	521	534	554	568	588	601	621	634
		District Optional Professional Development (7 hours)	501	511	521	534	554	568	588	601	621	634
		<b>TOTAL SALARY AVAILABLE</b>	<b>99,663</b>	<b>101,657</b>	<b>103,651</b>	<b>106,310</b>	<b>110,298</b>	<b>112,953</b>	<b>116,938</b>	<b>119,594</b>	<b>123,582</b>	<b>126,243</b>
11	12	Base Salary	96,570	98,440	100,308	102,796	106,544	109,033	112,773	115,267	119,006	121,493
		Professional Responsibility Stipend	4,346	4,430	4,514	4,626	4,794	4,906	5,075	5,187	5,355	5,467
		<b>TOTAL CONTRACTED SALARY</b>	<b>100,916</b>	<b>102,870</b>	<b>104,822</b>	<b>107,422</b>	<b>111,338</b>	<b>113,939</b>	<b>117,848</b>	<b>120,454</b>	<b>124,361</b>	<b>126,960</b>
		Self-Selected Professional Development (14 hours)	1,035	1,055	1,075	1,102	1,142	1,169	1,209	1,235	1,275	1,302
		Technology Professional Development (7 Hours)	518	528	538	551	571	584	604	618	638	651
		District Optional Professional Development (7 hours)	518	528	538	551	571	584	604	618	638	651
		<b>TOTAL SALARY AVAILABLE</b>	<b>102,986</b>	<b>104,980</b>	<b>106,972</b>	<b>109,626</b>	<b>113,622</b>	<b>116,276</b>	<b>120,265</b>	<b>122,925</b>	<b>126,912</b>	<b>129,564</b>
12	13	Base Salary	96,570	98,440	100,308	105,917	109,653	112,144	115,883	118,378	122,116	124,606
		Professional Responsibility Stipend	4,346	4,430	4,514	4,766	4,934	5,046	5,215	5,327	5,495	5,607
		<b>TOTAL CONTRACTED SALARY</b>	<b>100,916</b>	<b>102,870</b>	<b>104,822</b>	<b>110,683</b>	<b>114,587</b>	<b>117,190</b>	<b>121,098</b>	<b>123,705</b>	<b>127,611</b>	<b>130,213</b>
		Self-Selected Professional Development (14 hours)	1,035	1,055	1,075	1,135	1,175	1,202	1,242	1,269	1,309	1,336
		Technology Professional Development (7 Hours)	518	528	538	568	588	601	621	634	654	668
		District Optional Professional Development (7 hours)	518	528	538	568	588	601	621	634	654	668
		<b>TOTAL SALARY AVAILABLE</b>	<b>102,986</b>	<b>104,980</b>	<b>106,972</b>	<b>112,953</b>	<b>116,938</b>	<b>119,594</b>	<b>123,582</b>	<b>126,243</b>	<b>130,229</b>	<b>132,884</b>
13	14	Base Salary	96,570	98,440	100,308	105,917	109,653	115,267	119,006	127,723	131,464	133,952
		Professional Responsibility Stipend	4,346	4,430	4,514	4,766	4,934	5,187	5,355	5,748	5,916	6,028
		<b>TOTAL CONTRACTED SALARY</b>	<b>100,916</b>	<b>102,870</b>	<b>104,822</b>	<b>110,683</b>	<b>114,587</b>	<b>120,454</b>	<b>124,361</b>	<b>133,471</b>	<b>137,380</b>	<b>139,980</b>
		Self-Selected Professional Development (14 hours)	1,035	1,055	1,075	1,135	1,175	1,235	1,275	1,369	1,409	1,436
		Technology Professional Development (7 Hours)	518	528	538	568	588	618	638	684	705	718
		District Optional Professional Development (7 hours)	518	528	538	568	588	618	638	684	705	718
		<b>TOTAL SALARY AVAILABLE</b>	<b>102,986</b>	<b>104,980</b>	<b>106,972</b>	<b>112,953</b>	<b>116,938</b>	<b>122,925</b>	<b>126,912</b>	<b>136,209</b>	<b>140,198</b>	<b>142,851</b>
14	15	Base Salary	96,570	98,440	100,308	105,917	109,653	115,267	119,006	127,723	131,464	133,952
		Professional Responsibility Stipend	4,346	4,430	4,514	4,766	4,934	5,187	5,355	5,748	5,916	6,028
		<b>TOTAL CONTRACTED SALARY</b>	<b>100,916</b>	<b>102,870</b>	<b>104,822</b>	<b>110,683</b>	<b>114,587</b>	<b>120,454</b>	<b>124,361</b>	<b>133,471</b>	<b>137,380</b>	<b>139,980</b>
		Self-Selected Professional Development (14 hours)	1,035	1,055	1,075	1,135	1,175	1,235	1,275	1,369	1,409	1,436
		Technology Professional Development (7 Hours)	518	528	538	568	588	618	638	684	705	718
		District Optional Professional Development (7 hours)	518	528	538	568	588	618	638	684	705	718
		<b>TOTAL SALARY AVAILABLE</b>	<b>102,986</b>	<b>104,980</b>	<b>106,972</b>	<b>112,953</b>	<b>116,938</b>	<b>122,925</b>	<b>126,912</b>	<b>136,209</b>	<b>140,198</b>	<b>142,851</b>

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			BA	BA +15	BA +30	BA +45	BA +90	MA+0	BA +135	MA +45	MA +90	PHD
15	16	Base Salary	96,570	98,440	100,308	105,917	109,653	115,267	119,006	127,723	131,464	133,952
		Professional Responsibility Stipend	4,346	4,430	4,514	4,766	4,934	5,187	5,355	5,748	5,916	6,028
		<b>TOTAL CONTRACTED SALARY</b>	<b>100,916</b>	<b>102,870</b>	<b>104,822</b>	<b>110,683</b>	<b>114,587</b>	<b>120,454</b>	<b>124,361</b>	<b>133,471</b>	<b>137,380</b>	<b>139,980</b>
		Self-Selected Professional Development (14 hours)	1,035	1,055	1,075	1,135	1,175	1,235	1,275	1,369	1,409	1,436
		Technology Professional Development (7 Hours)	518	528	538	568	588	618	638	684	705	718
		District Optional Professional Development (7 hours)	518	528	538	568	588	618	638	684	705	718
		<b>TOTAL SALARY AVAILABLE</b>	<b>102,986</b>	<b>104,980</b>	<b>106,972</b>	<b>112,953</b>	<b>116,938</b>	<b>122,925</b>	<b>126,912</b>	<b>136,209</b>	<b>140,198</b>	<b>142,851</b>
16	17	Base Salary	96,570	98,440	100,308	105,917	109,653	115,267	119,006	127,723	131,464	133,952
		Professional Responsibility Stipend	4,346	4,430	4,514	4,766	4,934	5,187	5,355	5,748	5,916	6,028
		<b>TOTAL CONTRACTED SALARY</b>	<b>100,916</b>	<b>102,870</b>	<b>104,822</b>	<b>110,683</b>	<b>114,587</b>	<b>120,454</b>	<b>124,361</b>	<b>133,471</b>	<b>137,380</b>	<b>139,980</b>
		Self-Selected Professional Development (14 hours)	1,035	1,055	1,075	1,135	1,175	1,235	1,275	1,369	1,409	1,436
		Technology Professional Development (7 Hours)	518	528	538	568	588	618	638	684	705	718
		District Optional Professional Development (7 hours)	518	528	538	568	588	618	638	684	705	718
		<b>TOTAL SALARY AVAILABLE</b>	<b>102,986</b>	<b>104,980</b>	<b>106,972</b>	<b>112,953</b>	<b>116,938</b>	<b>122,925</b>	<b>126,912</b>	<b>136,209</b>	<b>140,198</b>	<b>142,851</b>
17	18	Base Salary	96,570	98,440	100,308	105,917	109,653	115,267	119,006	127,723	131,464	133,952
		Professional Responsibility Stipend	4,346	4,430	4,514	4,766	4,934	5,187	5,355	5,748	5,916	6,028
		<b>TOTAL CONTRACTED SALARY</b>	<b>100,916</b>	<b>102,870</b>	<b>104,822</b>	<b>110,683</b>	<b>114,587</b>	<b>120,454</b>	<b>124,361</b>	<b>133,471</b>	<b>137,380</b>	<b>139,980</b>
		Self-Selected Professional Development (14 hours)	1,035	1,055	1,075	1,135	1,175	1,235	1,275	1,369	1,409	1,436
		Technology Professional Development (7 Hours)	518	528	538	568	588	618	638	684	705	718
		District Optional Professional Development (7 hours)	518	528	538	568	588	618	638	684	705	718
		<b>TOTAL SALARY AVAILABLE</b>	<b>102,986</b>	<b>104,980</b>	<b>106,972</b>	<b>112,953</b>	<b>116,938</b>	<b>122,925</b>	<b>126,912</b>	<b>136,209</b>	<b>140,198</b>	<b>142,851</b>
18	19	Base Salary	96,570	98,440	100,308	105,917	109,653	115,267	119,006	127,723	131,464	133,952
		Professional Responsibility Stipend	4,346	4,430	4,514	4,766	4,934	5,187	5,355	5,748	5,916	6,028
		<b>TOTAL CONTRACTED SALARY</b>	<b>100,916</b>	<b>102,870</b>	<b>104,822</b>	<b>110,683</b>	<b>114,587</b>	<b>120,454</b>	<b>124,361</b>	<b>133,471</b>	<b>137,380</b>	<b>139,980</b>
		Self-Selected Professional Development (14 hours)	1,035	1,055	1,075	1,135	1,175	1,235	1,275	1,369	1,409	1,436
		Technology Professional Development (7 Hours)	518	528	538	568	588	618	638	684	705	718
		District Optional Professional Development (7 hours)	518	528	538	568	588	618	638	684	705	718
		<b>TOTAL SALARY AVAILABLE</b>	<b>102,986</b>	<b>104,980</b>	<b>106,972</b>	<b>112,953</b>	<b>116,938</b>	<b>122,925</b>	<b>126,912</b>	<b>136,209</b>	<b>140,198</b>	<b>142,851</b>
19	20	Base Salary	101,400	103,365	105,323	111,214	115,136	121,032	124,955	134,108	138,036	140,652
		Professional Responsibility Stipend	4,563	4,651	4,740	5,005	5,181	5,446	5,623	6,035	6,212	6,329
		<b>TOTAL CONTRACTED SALARY</b>	<b>105,963</b>	<b>108,016</b>	<b>110,063</b>	<b>116,219</b>	<b>120,317</b>	<b>126,478</b>	<b>130,578</b>	<b>140,143</b>	<b>144,248</b>	<b>146,981</b>
		Self-Selected Professional Development (14 hours)	1,087	1,108	1,129	1,192	1,234	1,297	1,339	1,437	1,479	1,508
		Technology Professional Development (7 Hours)	543	554	564	596	617	649	670	719	740	754
		District Optional Professional Development (7 hours)	543	554	564	596	617	649	670	719	740	754
		<b>TOTAL SALARY AVAILABLE</b>	<b>108,137</b>	<b>110,232</b>	<b>112,321</b>	<b>118,603</b>	<b>122,785</b>	<b>129,072</b>	<b>133,257</b>	<b>143,018</b>	<b>147,207</b>	<b>149,996</b>

SPECIAL NOTE: This schedule was based on the allocation by the State Legislature that includes a 2.5% Implicit Price Deflator (IPD) and may be subject to change by the Legislature during the 2025-26 fiscal year