

## Fabens ISD

### 2025-2026 New Hire Guide for Teachers, Librarians, and Nurses

Years of Experience	New Hire Salary
0	\$56,500
1	\$56,950
2	\$57,350
3	\$57,950
4	\$58,572
5	\$59,000
6	\$59,400
7	\$59,700
8	\$60,000
9	\$60,300
10	\$60,900
11	\$61,300
12	\$61,500
13	\$61,832
14	\$62,180
15	\$62,557
16	\$63,137
17	\$63,427
18	\$64,123
19	\$64,353
20	\$64,586
21	\$65,319
22	\$65,651
23	\$66,083
24	\$66,942
25	\$67,644
26	\$69,303
27	\$70,680
28	\$71,951
29+	\$72,201

The salaries listed above are based on 10-month employment for the 2025-2026 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.