

Section 1: Pay Structure

New Hire Schedule for Classroom Teachers

2025-2026 Salary Schedule Classroom Teacher								
2024-2025 Years of Experience	2024-2025 BA 187-Day Annual Salary	2025-2026 Years of Experience	2025-2026 Teacher Retention Allotment Increase	2025-2026 Locally Funded Increase	BA 187- Day Annual Salary	BA 187- Day Daily Rate	MA 187- Day Annual Salary	Doctorate 187-Day Annual Salary
		0		\$ 1,000.00	\$ 62,000	\$ 331.55	\$ 63,500	\$ 65,000
0	\$ 61,000	1	\$ -	\$ 1,740.00	\$ 62,740	\$ 335.51	\$ 64,240	\$ 65,740
1	\$ 61,382	2	\$ -	\$ 1,660.00	\$ 63,042	\$ 337.12	\$ 64,542	\$ 66,042
2	\$ 61,682	3	\$ 4,000.00		\$ 65,682	\$ 351.24	\$ 67,182	\$ 68,682
3	\$ 61,982	4	\$ 4,000.00		\$ 65,982	\$ 352.84	\$ 67,482	\$ 68,982
4	\$ 62,482	5	\$ 8,000.00		\$ 70,482	\$ 376.91	\$ 71,982	\$ 73,482
5	\$ 63,032	6	\$ 8,000.00		\$ 71,032	\$ 379.85	\$ 72,532	\$ 74,032
6	\$ 63,632	7	\$ 8,000.00		\$ 71,632	\$ 383.06	\$ 73,132	\$ 74,632
7	\$ 64,182	8	\$ 8,000.00		\$ 72,182	\$ 386.00	\$ 73,682	\$ 75,182
8	\$ 64,682	9	\$ 8,000.00		\$ 72,682	\$ 388.67	\$ 74,182	\$ 75,682
9	\$ 65,082	10	\$ 8,000.00		\$ 73,082	\$ 390.81	\$ 74,582	\$ 76,082
10	\$ 65,482	11	\$ 8,000.00		\$ 73,482	\$ 392.95	\$ 74,982	\$ 76,482
11	\$ 65,882	12	\$ 8,000.00		\$ 73,882	\$ 395.09	\$ 75,382	\$ 76,882
12	\$ 66,282	13	\$ 8,000.00		\$ 74,282	\$ 397.23	\$ 75,782	\$ 77,282
13	\$ 66,682	14	\$ 8,000.00		\$ 74,682	\$ 399.37	\$ 76,182	\$ 77,682
14	\$ 67,182	15	\$ 8,000.00		\$ 75,182	\$ 402.04	\$ 76,682	\$ 78,182
15	\$ 67,682	16	\$ 8,000.00		\$ 75,682	\$ 404.71	\$ 77,182	\$ 78,682
16	\$ 68,182	17	\$ 8,000.00		\$ 76,182	\$ 407.39	\$ 77,682	\$ 79,182
17	\$ 68,582	18	\$ 8,000.00		\$ 76,582	\$ 409.53	\$ 78,082	\$ 79,582
18	\$ 68,982	19	\$ 8,000.00		\$ 76,982	\$ 411.67	\$ 78,482	\$ 79,982
19	\$ 69,382	20	\$ 8,000.00		\$ 77,382	\$ 413.81	\$ 78,882	\$ 80,382
20	\$ 69,782	21	\$ 8,000.00		\$ 77,782	\$ 415.94	\$ 79,282	\$ 80,782
21	\$ 70,182	22	\$ 8,000.00		\$ 78,182	\$ 418.08	\$ 79,682	\$ 81,182
22	\$ 70,582	23	\$ 8,000.00		\$ 78,582	\$ 420.22	\$ 80,082	\$ 81,582
23	\$ 70,982	24	\$ 8,000.00		\$ 78,982	\$ 422.36	\$ 80,482	\$ 81,982
24	\$ 71,582	25	\$ 8,000.00		\$ 79,582	\$ 425.57	\$ 81,082	\$ 82,582
25	\$ 72,282	26	\$ 8,000.00		\$ 80,282	\$ 429.31	\$ 81,782	\$ 83,282
26	\$ 73,182	27	\$ 8,000.00		\$ 81,182	\$ 434.13	\$ 82,682	\$ 84,182
27	\$ 73,982	28	\$ 8,000.00		\$ 81,982	\$ 438.40	\$ 83,482	\$ 84,982
28	\$ 74,882	29	\$ 8,000.00		\$ 82,882	\$ 443.22	\$ 84,382	\$ 85,882
29	\$ 75,782	30	\$ 8,000.00		\$ 83,782	\$ 448.03	\$ 85,282	\$ 86,782
30	\$ 76,182	31	\$ 8,000.00		\$ 84,182	\$ 450.17	\$ 85,682	\$ 87,182
31	\$ 76,782	32	\$ 8,000.00		\$ 84,782	\$ 453.38	\$ 86,282	\$ 87,782
32	\$ 77,582	33	\$ 8,000.00		\$ 85,582	\$ 457.66	\$ 87,082	\$ 88,582
33	\$ 78,282	34	\$ 8,000.00		\$ 86,282	\$ 461.40	\$ 87,782	\$ 89,282
34	\$ 78,782	35+	\$ 8,000.00		\$ 86,782	\$ 464.07	\$ 88,282	\$ 89,782

Approved positions exceeding 187 days will be compensated based on a daily rate commensurate with years of experience, multiplied by the number of days to be worked in the school year.

Salary based on conferred degree and TEA approved creditable years of service. This salary schedule is for the 2025-2026 school year only. This schedule is not a predictor of future compensation. Salary advancement is based on the annual pay raise budget approved by the Board of Trustees each year.