

## New Hire Schedule for Non-Teaching Professionals

### 2025-2026 Salary Schedule Non-Teaching Professionals

*Non-Teaching Professionals include: Librarians/Nurses (RN)/Coordinators/Instructional Coaches/Dyslexia Specialists*

2025-2026 Years of Experience	BA 187-Day Daily Rate	BA 187-Day Annual Salary	MA 187-Day Annual Salary	Doctorate 187-Day Annual Salary	BA 197-Day Annual Salary	MA 197-Day Annual Salary	Doctorate 197-Day Annual Salary	BA 202-Day Annual Salary	MA 202-Day Annual Salary	Doctorate 202-Day Annual Salary
0	\$331.55	\$62,000	\$63,500	\$65,000	\$65,316	\$66,816	\$68,316	\$66,973	\$68,473	\$69,973
1	\$335.48	\$62,736	\$64,236	\$65,736	\$66,090	\$67,590	\$69,090	\$67,768	\$69,268	\$70,768
2	\$337.09	\$63,036	\$64,536	\$66,036	\$66,406	\$67,906	\$69,406	\$68,092	\$69,592	\$71,092
3	\$338.69	\$63,336	\$64,836	\$66,336	\$66,723	\$68,223	\$69,723	\$68,416	\$69,916	\$71,416
4	\$341.37	\$63,836	\$65,336	\$66,836	\$67,249	\$68,749	\$70,249	\$68,956	\$70,456	\$71,956
5	\$344.31	\$64,386	\$65,886	\$67,386	\$67,829	\$69,329	\$70,829	\$69,550	\$71,050	\$72,550
6	\$347.52	\$64,986	\$66,486	\$67,986	\$68,461	\$69,961	\$71,461	\$70,198	\$71,698	\$73,198
7	\$350.46	\$65,536	\$67,036	\$68,536	\$69,040	\$70,540	\$72,040	\$70,792	\$72,292	\$73,792
8	\$353.13	\$66,036	\$67,536	\$69,036	\$69,567	\$71,067	\$72,567	\$71,333	\$72,833	\$74,333
9	\$355.27	\$66,436	\$67,936	\$69,436	\$69,988	\$71,488	\$72,988	\$71,765	\$73,265	\$74,765
10	\$357.41	\$66,836	\$68,336	\$69,836	\$70,410	\$71,910	\$73,410	\$72,197	\$73,697	\$75,197
11	\$359.55	\$67,236	\$68,736	\$70,236	\$70,831	\$72,331	\$73,831	\$72,629	\$74,129	\$75,629
12	\$361.69	\$67,636	\$69,136	\$70,636	\$71,252	\$72,752	\$74,252	\$73,061	\$74,561	\$76,061
13	\$363.83	\$68,036	\$69,536	\$71,036	\$71,674	\$73,174	\$74,674	\$73,493	\$74,993	\$76,493
14	\$366.50	\$68,536	\$70,036	\$71,536	\$72,201	\$73,701	\$75,201	\$74,033	\$75,533	\$77,033
15	\$369.17	\$69,036	\$70,536	\$72,036	\$72,727	\$74,227	\$75,727	\$74,573	\$76,073	\$77,573
16	\$371.85	\$69,536	\$71,036	\$72,536	\$73,254	\$74,754	\$76,254	\$75,113	\$76,613	\$78,113
17	\$373.99	\$69,936	\$71,436	\$72,936	\$73,675	\$75,175	\$76,675	\$75,545	\$77,045	\$78,545
18	\$376.13	\$70,336	\$71,836	\$73,336	\$74,097	\$75,597	\$77,097	\$75,977	\$77,477	\$78,977
19	\$378.27	\$70,736	\$72,236	\$73,736	\$74,518	\$76,018	\$77,518	\$76,410	\$77,910	\$79,410
20	\$380.40	\$71,136	\$72,636	\$74,136	\$74,940	\$76,440	\$77,940	\$76,842	\$78,342	\$79,842
21	\$382.54	\$71,536	\$73,036	\$74,536	\$75,361	\$76,861	\$78,361	\$77,274	\$78,774	\$80,274
22	\$384.68	\$71,936	\$73,436	\$74,936	\$75,782	\$77,282	\$78,782	\$77,706	\$79,206	\$80,706
23	\$386.82	\$72,336	\$73,836	\$75,336	\$76,204	\$77,704	\$79,204	\$78,138	\$79,638	\$81,138
24	\$390.03	\$72,936	\$74,436	\$75,936	\$76,836	\$78,336	\$79,836	\$78,786	\$80,286	\$81,786
25	\$393.77	\$73,636	\$75,136	\$76,636	\$77,573	\$79,073	\$80,573	\$79,542	\$81,042	\$82,542
26	\$398.59	\$74,536	\$76,036	\$77,536	\$78,521	\$80,021	\$81,521	\$80,514	\$82,014	\$83,514
27	\$402.86	\$75,336	\$76,836	\$78,336	\$79,364	\$80,864	\$82,364	\$81,379	\$82,879	\$84,379
28	\$407.68	\$76,236	\$77,736	\$79,236	\$80,312	\$81,812	\$83,312	\$82,351	\$83,851	\$85,351
29	\$412.49	\$77,136	\$78,636	\$80,136	\$81,260	\$82,760	\$84,260	\$83,323	\$84,823	\$86,323
30+	\$414.63	\$77,536	\$79,036	\$80,536	\$81,682	\$83,182	\$84,682	\$83,755	\$85,255	\$86,755

*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.*

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