



2025-2026 Salary Schedule for Certified Teachers

STEP	Houston South	Hou. W & N Beaumont Bryan	Dallas/FW Waco	Midland Odessa	San Ant. Laredo Brownsv.	El Paso	Austin	Lubbock
0	\$63,000	\$63,000	\$62,500	\$61,500	\$60,000	\$59,500	\$59,000	\$58,000
1	\$63,250	\$63,250	\$62,750	\$61,750	\$60,250	\$59,750	\$59,250	\$58,250
2	\$63,500	\$63,500	\$63,000	\$62,000	\$60,500	\$60,000	\$59,500	\$58,500
3	\$63,750	\$63,750	\$63,250	\$62,250	\$60,750	\$60,250	\$59,750	\$58,750
4	\$64,000	\$64,000	\$63,500	\$62,500	\$61,000	\$60,500	\$60,000	\$59,000
5	\$67,250	\$65,250	\$64,750	\$63,750	\$65,250	\$62,750	\$61,250	\$61,250
6	\$67,500	\$65,500	\$65,000	\$64,000	\$65,500	\$63,000	\$61,500	\$61,500
7	\$67,750	\$65,750	\$65,250	\$64,250	\$65,750	\$63,250	\$61,750	\$61,750
8	\$68,000	\$66,000	\$65,500	\$64,500	\$66,000	\$63,500	\$62,000	\$62,000
9	\$68,250	\$66,250	\$65,750	\$64,750	\$66,250	\$63,750	\$62,250	\$62,250
10	\$69,500	\$67,500	\$67,000	\$66,000	\$67,500	\$65,000	\$63,500	\$63,500
11	\$69,750	\$67,750	\$67,250	\$66,250	\$67,750	\$65,250	\$63,750	\$63,750
12	\$70,000	\$68,000	\$67,500	\$66,500	\$68,000	\$65,500	\$64,000	\$64,000
13	\$70,250	\$68,250	\$67,750	\$66,750	\$68,250	\$65,750	\$64,250	\$64,250
14	\$70,500	\$68,500	\$68,000	\$67,000	\$68,500	\$66,000	\$64,500	\$64,500
15	\$70,750	\$68,750	\$68,250	\$67,250	\$68,750	\$66,250	\$64,750	\$64,750
16	\$71,000	\$69,000	\$68,500	\$67,500	\$69,000	\$66,500	\$65,000	\$65,000
17	\$71,250	\$69,250	\$68,750	\$67,750	\$69,250	\$66,750	\$65,250	\$65,250
18	\$71,500	\$69,500	\$69,000	\$68,000	\$69,500	\$67,000	\$65,500	\$65,500
19	\$71,750	\$69,750	\$69,250	\$68,250	\$69,750	\$67,250	\$65,750	\$65,750
20	\$72,000	\$70,000	\$69,500	\$68,500	\$70,000	\$67,500	\$66,000	\$66,000
21	\$72,250	\$70,250	\$69,750	\$68,750	\$70,250	\$67,750	\$66,250	\$66,250
22	\$72,500	\$70,500	\$70,000	\$69,000	\$70,500	\$68,000	\$66,500	\$66,500
23	\$72,750	\$70,750	\$70,250	\$69,250	\$70,750	\$68,250	\$66,750	\$66,750
24	\$73,000	\$71,000	\$70,500	\$69,500	\$71,000	\$68,500	\$67,000	\$67,000
25	\$73,250	\$71,250	\$70,750	\$69,750	\$71,250	\$68,750	\$67,250	\$67,250
26	\$73,500	\$71,500	\$71,000	\$70,000	\$71,500	\$69,000	\$67,500	\$67,500
27	\$73,750	\$71,750	\$71,250	\$70,250	\$71,750	\$69,250	\$67,750	\$67,750
28	\$74,000	\$72,000	\$71,500	\$70,500	\$72,000	\$69,500	\$68,000	\$68,000
29	\$74,250	\$72,250	\$71,750	\$70,750	\$72,250	\$69,750	\$68,250	\$68,250
30+	\$74,500	\$72,500	\$72,000	\$71,000	\$72,500	\$70,000	\$68,500	\$68,500

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!