



Pflugerville ISD
 2026 - 2027 Teacher HB-2 Teacher Retention Allotment
 (TRA) Eligible Compensation Plan

Years of Experience	Base Salary	Addition of the HB-2 Teacher Retention Allotment	Addition of the Support Staff HB-2 Retention Allotment / Locally Funded	Annual Salary (187 days)	Daily Rate
0	\$ 57,700.00		\$ 600.00	\$ 58,300.00	\$ 311.76
1	\$ 57,700.00		\$ 800.00	\$ 58,500.00	\$ 312.83
2	\$ 57,900.00		\$ 800.00	\$ 58,700.00	\$ 313.90
3	\$ 58,700.00	\$ 2,500.00		\$ 61,200.00	\$ 327.27
4	\$ 58,900.00	\$ 2,500.00		\$ 61,400.00	\$ 328.34
5	\$ 58,900.00	\$ 5,000.00		\$ 63,900.00	\$ 341.71
6	\$ 59,100.00	\$ 5,000.00		\$ 64,100.00	\$ 342.78
7	\$ 59,300.00	\$ 5,000.00		\$ 64,300.00	\$ 343.85
8	\$ 59,500.00	\$ 5,000.00		\$ 64,500.00	\$ 344.92
9	\$ 59,700.00	\$ 5,000.00		\$ 64,700.00	\$ 345.99
10	\$ 59,900.00	\$ 5,000.00		\$ 64,900.00	\$ 347.06
11	\$ 60,400.00	\$ 5,000.00		\$ 65,400.00	\$ 349.73
12	\$ 60,900.00	\$ 5,000.00		\$ 65,900.00	\$ 352.41
13	\$ 61,400.00	\$ 5,000.00		\$ 66,400.00	\$ 355.08
14	\$ 61,900.00	\$ 5,000.00		\$ 66,900.00	\$ 357.75
15	\$ 62,400.00	\$ 5,000.00		\$ 67,400.00	\$ 360.43
16	\$ 62,900.00	\$ 5,000.00		\$ 67,900.00	\$ 363.10
17	\$ 63,400.00	\$ 5,000.00		\$ 68,400.00	\$ 365.78
18	\$ 63,900.00	\$ 5,000.00		\$ 68,900.00	\$ 368.45
19	\$ 64,400.00	\$ 5,000.00		\$ 69,400.00	\$ 371.12
20	\$ 64,900.00	\$ 5,000.00		\$ 69,900.00	\$ 373.80
21	\$ 65,400.00	\$ 5,000.00		\$ 70,400.00	\$ 376.47
22	\$ 65,900.00	\$ 5,000.00		\$ 70,900.00	\$ 379.14
23	\$ 66,400.00	\$ 5,000.00		\$ 71,400.00	\$ 381.82
24	\$ 66,900.00	\$ 5,000.00		\$ 71,900.00	\$ 384.49
25	\$ 67,400.00	\$ 5,000.00		\$ 72,400.00	\$ 387.17
26	\$ 67,900.00	\$ 5,000.00		\$ 72,900.00	\$ 389.84
27	\$ 68,400.00	\$ 5,000.00		\$ 73,400.00	\$ 392.51
28+	\$ 68,900.00	\$ 5,000.00		\$ 73,900.00	\$ 395.19

TRA Eligibility Requirements: Teachers who work no less than 4 hours average each day and teach in an academic instructional or CTE instructional setting, per HB2.

Non-certified teachers hired as a Teacher Facilitator II or particular certification deficient teachers will receive \$5,000 less per year.

Starting salaries for all new hire teachers are based upon consideration of experience and area of teaching specialty.

Additional Compensation (not all-inclusive):

- \$7,500 Bilingual Stipend for Bilingual Teachers in Bilingual Assignment (Spanish or Vietnamese)
- \$6,500 Certified Special Education Teacher Stipend in Behavior
- \$4,000 Certified Special Education Teacher Stipend in ECSE Self-Contained
- \$8,000 Certified Special Education Teacher Stipend in Essential Academics or Communications
- \$3,000 Certified Special Education Teachers All Others in Special Education assignments
- \$2,000 Degree Stipend: Doctorate
- \$1,250 Degree Stipend: Masters
- \$3,000 LOTE Teacher in Chinese, Arabic, or Latin
- \$2,000 LOTE Teachers All Others
- \$5,000 Secondary Math Teachers in Math positions
- \$3,500 Secondary Science Teachers in Science positions