



Pflugerville ISD
2026 - 2027 Teacher Related (Non- Teacher Retention Allotment-TRA)
Compensation Plan

Years of Experience	Daily Rate	Annual Salary (187 days)
0	\$ 310.70	\$ 58,100.00
1	\$ 311.84	\$ 58,315.00
2	\$ 312.91	\$ 58,515.00
3	\$ 313.98	\$ 58,715.00
4	\$ 315.05	\$ 58,915.00
5	\$ 316.12	\$ 59,115.00
6	\$ 317.19	\$ 59,315.00
7	\$ 318.26	\$ 59,515.00
8	\$ 319.33	\$ 59,715.00
9	\$ 320.94	\$ 60,016.00
10	\$ 323.61	\$ 60,516.00
11	\$ 326.28	\$ 61,015.00
12	\$ 328.96	\$ 61,516.00
13	\$ 331.63	\$ 62,015.00
14	\$ 334.30	\$ 62,515.00
15	\$ 336.98	\$ 63,016.00
16	\$ 339.65	\$ 63,515.00
17	\$ 342.33	\$ 64,016.00
18	\$ 345.00	\$ 64,515.00
19	\$ 347.67	\$ 65,015.00
20	\$ 350.35	\$ 65,516.00
21	\$ 353.02	\$ 66,015.00
22	\$ 355.70	\$ 66,516.00
23	\$ 358.37	\$ 67,016.00
24	\$ 361.04	\$ 67,515.00
25	\$ 363.72	\$ 68,016.00
26	\$ 366.39	\$ 68,515.00
27	\$ 369.06	\$ 69,015.00
28+	\$ 371.74	\$ 69,516.00

TRA Eligibility Requirements: TRA eligible teachers 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.

Librarian compensation is based on 191 days at the listed daily rates.

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*