

Annual Salary Scale



"Signing, Soaring, Succeeding"

Jean Massieu Academy Teacher Pay Scale 2026-2027 School Year

Instructional Stipends:

Master's Degree: \$1,200
(included in payscale)
BlueBonnet Implementation:
\$2,000
Hard to Fill Positions: \$2,000

Additional Employment Benefits:

- TRS - Teachers Retirement System
- TRS - Health Insurance Offered, district pays \$225/month toward premium
- Cafeteria plans offered - Dental, vision, disability, and cancer policies
- 10 PTO days (5 state, 5 local)
- Extra duty pay
- Performance Incentive Awards as determined by the district rubric based on evaluations and student achievement.

Substitute Teacher Pay All

Grade Levels:

- Certified Teacher \$155/day
- Non-Certified, Degreed Teacher \$135/day

*Uncertified teachers will start at a lower pay rate.

This scale reflects TRA amounts established in HB2.

Yrs Exp	Annual Salary: Bachelor 187 Days	Yrs Exp	Annual Salary: Master 187 Days
OUC*	\$56,000	OUC*	\$57,200
0	\$56,420	0	\$57,620
1	\$56,984	1	\$58,184
2	\$57,553	2	\$58,753
3	\$62,217	3	\$63,417
4	\$62,508	4	\$63,708
5	\$67,105	5	\$68,305
6	\$67,475	6	\$68,675
7	\$67,921	7	\$69,121
8	\$68,597	8	\$69,797
9	\$68,906	9	\$70,106
10	\$69,400	10	\$70,600
11	\$69,857	11	\$71,057
12	\$70,352	12	\$71,552
13	\$71,245	13	\$72,445
14	\$71,879	14	\$73,079
15	\$72,623	15	\$73,823
16	\$73,353	16	\$74,553
17	\$74,278	17	\$75,478
18	\$75,104	18	\$76,304
19	\$75,752	19	\$76,952
20	\$76,143	20	\$77,343
21	\$76,824	21	\$78,024
21+	TBD	21+	TBD