



GOLDEN RULE SCHOOLS, INC.

PAY SCALE 2025-2026

187 WORKDAYS FOR CERTIFIED POSITIONS					
YEARS OF SERVICE	Permanent Substitute	Uncertified Teacher of Record + \$5,000 Uncertified Stipend	Certified Teacher Bachelors	Certified Teacher Masters	Certified Teacher Doctorate
0	\$45,000	\$45,000	\$59,000	\$60,000	\$61,000
1	Capped	\$45,000	\$59,500	\$60,500	\$61,500
2		\$45,000	\$60,000	\$61,000	\$62,000
3		\$49,000	\$63,300	\$64,300	\$65,300
4		\$49,000	\$63,800	\$64,800	\$65,800
*New teachers joining Golden Rule School for the 2025-2026 academic year, with creditable years of service of 5 to 9 years of experience will receive this annual salary based on their degree qualifications					
*5		\$53,000	\$68,300	\$69,300	\$70,300
6		\$53,000	\$68,800	\$69,800	\$70,800
7		\$53,000	\$69,300	\$70,300	\$71,300
8		\$53,000	\$69,800	\$70,800	\$71,800
9		\$53,000	\$70,300	\$71,300	\$72,300
*New teachers joining Golden Rule School for the 2025-2026 academic year, with creditable years of service of 10 to 14 years of experience will receive this annual salary based on their degree qualifications					
10*		\$53,000	\$70,800	\$71,800	\$72,800
11		\$53,000	\$71,300	\$72,300	\$73,300
12		\$53,000	\$71,800	\$72,800	\$73,800
13		\$53,000	\$72,300	\$73,300	\$74,300
14		\$53,000	\$72,800	\$73,800	\$74,800
*New teachers joining Golden Rule School for the 2025-2026 academic year, with creditable years of service of 15 to 19 years of experience will receive this annual salary based on their degree qualifications					
15*		\$53,000	\$73,300	\$74,300	\$75,300
16		\$53,000	\$73,800	\$74,800	\$75,800
17		\$53,000	\$74,300	\$75,300	\$76,300
18		\$53,000	\$74,800	\$75,800	\$76,800
19		\$53,000	\$75,300	\$76,300	\$77,300
*New teachers joining Golden Rule School for the 2025-2026 academic year, with creditable years of service of 20 or more years of experience will receive this annual salary based on their degree qualifications					
20*		\$53,000	\$75,800	\$76,800	\$77,800
21		\$53,000	\$76,300	\$77,300	\$78,300
22		\$53,000	\$76,800	\$77,800	\$78,800
23		\$53,000	\$77,300	\$78,300	\$79,300

Salary Reviews:

For salary purposes, the School Board reviews employees annually. Our school reserves the right to defer reviews at our School's sole and absolute discretion. **Administrator's salaries are handled by the School Board on an individual basis.**

**Board Approved
June 24, 2025**



GOLDEN RULE SCHOOLS, INC.

PAY SCALE 2025-2026

YEARS WITH GRS	Educational Aide Meeting ESSA Standards	FOOD SERVICE SUPPORT	CUSTODIAN	SECURITY
	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate
0	\$16.50	\$13.50	\$13.50	\$15.50
1	\$17.50	\$14.50	\$14.50	\$16.50
2	\$18.00	\$15.00	\$15.00	\$17.00
3	\$18.50	\$15.50	\$15.50	\$17.50
4	\$19.00	\$16.00	\$16.00	\$18.00
5	\$19.50	\$16.50	\$16.50	\$18.50
6	\$20.00	\$17.00	\$17.00	\$19.00
7	\$20.50	**\$17.25 **	**\$17.25 **	**\$19.25**
8	\$21.00	\$17.50	\$17.50	\$19.50
9	\$21.50	\$17.75	\$17.75	\$19.75
10	\$22.00	\$18.00	\$18.00	\$20.00
11	\$22.50	\$18.25	\$18.25	\$20.25
12	\$23.00	\$18.50	\$18.50	\$20.50
13	\$23.50	\$18.75	\$18.75	\$20.75
14	\$24.00	\$19.00	\$19.00	\$21.00
15	\$24.50	\$19.25	\$19.25	\$21.25
16	\$25.00	\$19.50	\$19.50	\$21.50
17	\$25.50	\$19.75	\$19.75	\$21.75
18	\$26.00	\$20.00	\$20.00	\$22.00
19	\$26.50	\$20.25	\$20.25	\$22.25
20	\$27.00	\$20.50	\$20.50	\$22.50
21	\$27.50	\$20.75	\$20.75	\$22.75
22	\$28.00	\$21.00	\$21.00	\$23.00
23	\$28.50	\$21.25	\$21.25	\$23.25
YEARS WITH GRS	RECEPTIONIST	PEIMS CLERK	OFFICE PARAPROFESSIONAL	HOURLY EMPLOYEE
	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate
0	\$15.50	\$16.50	\$16.50	\$13.50
1	\$16.50	\$17.50	\$17.50	\$14.50
2	\$17.00	\$18.00	\$18.00	\$15.00
3	\$17.50	\$18.50	\$18.50	\$15.50
4	\$18.00	\$19.00	\$19.00	\$16.00
5	\$18.50	\$19.50	\$19.50	\$16.50
6	\$19.00	\$20.00	\$20.00	\$17.00
7	**\$19.25**	**\$20.25**	**\$20.25**	**\$17.25 **
8	\$19.50	\$20.50	\$20.50	\$17.50
9	\$19.75	\$20.75	\$20.75	\$17.75
10	\$20.00	\$21.00	\$21.00	\$18.00
11	\$20.25	\$21.25	\$21.25	\$18.25
12	\$20.50	\$21.50	\$21.50	\$18.50
13	\$20.75	\$21.75	\$21.75	\$18.75
14	\$21.00	\$22.00	\$22.00	\$19.00
15	\$21.25	\$22.25	\$22.25	\$19.25
16	\$21.50	\$22.50	\$22.50	\$19.50
17	\$21.75	\$22.75	\$22.75	\$19.75
18	\$22.00	\$23.00	\$23.00	\$20.00
19	\$22.25	\$23.25	\$23.25	\$20.25
20	\$22.50	\$23.50	\$23.50	\$20.50
21	\$22.75	\$23.75	\$23.75	\$20.75
22	\$23.00	\$24.00	\$24.00	\$21.00
23	\$23.25	\$24.25	\$24.25	\$21.25



GOLDEN RULE SCHOOLS, INC.

PAY SCALE 2025-2026

STIPEND INCENTIVES	
TEACHING ASSIGNMENT WITH CERTIFICATION	
Bilingual EC-5th	\$5,000
Career & Technology Education	\$4,000
ELAR 6th-8th	\$4,000
ESL EC-8th	\$3,000
Math 6th-8th	\$4,000
Science 6th-8th	\$4,000
Special Education EC-8th	\$5,000
STIPENDS PER CLUB	
Elementary Intramural Sports	\$1,000
Middle School Intramural Sports	\$1,000
TEXAS CHARTER SCHOOL ACADEMIC & ATHLETIC LEAGUE	
Competitive Middle School Sports	\$1,500
Competitive Academic & Arts Club	+\$500
ANNUAL CLUB STIPENDS	
Journalism	\$1,000
Student Council	\$1,000
S.T.E.M	\$1,000
SEMESTER CLUB STIPENDS	
Art	\$500
Chess	\$500
Cheerleading	\$500
Music	\$500
Other	\$500
SEMESTER STIPENDS	
LPAC Chair Stipend	\$500
Transportation Stipend	\$500