

Karnes City ISD

2026 - 2027

Certified Teacher Pay Plan

The salaries listed below are based on 10 month employment for the 2026-2027 school year. Salary plans are determined on an annual basis. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

Years of Experience	2026-2027 New Hire Salary	Returning Teacher HB2 Compensation Methodology	2025-26 HB2
0	\$ 56,515		\$ 55,530
1	57,030	Prior Year 0 Salary + \$ 1,500	56,045
2	57,545	Prior Year 1 Salary + \$ 1,500	56,560
3	60,560	HB2 3 yr exp adj + Prio Year 2 Salary + \$ 4,000	59,575
4	61,075	Prior Year 3 Salary + \$ 1,500	60,090
5	65,590	HB2 5 yr exp adj + Prio Year 4 Salary + \$ 5,500	64,605
6	66,105	Prior Year 5 Salary + \$ 1,500	65,120
7	66,620	Prior Year 6 Salary + \$ 1,500	65,635
8	67,135	Prior Year 7 Salary + \$ 1,500	66,150
9	67,650	Prior Year 8 Salary + \$ 1,500	66,665
10	68,165	Prior Year 9 Salary + \$ 1,500	67,180
11	68,680	Prior Year 10 Salary + \$ 1,500	67,695
12	69,195	Prior Year 11 Salary + \$ 1,500	68,210
13	69,710	Prior Year 12 Salary + \$ 1,500	68,725
14	70,225	Prior Year 13 Salary + \$ 1,500	69,240
15	71,240	Prior Year 14 Salary + \$ 1,500	70,255
16	72,255	Prior Year 15 Salary + \$ 1,500	71,270
17	72,770	Prior Year 16 Salary + \$ 1,500	72,285
18	73,285	Prior Year 17 Salary + \$ 1,500	72,800
19	74,300	Prior Year 18 Salary + \$ 1,500	73,815
20	74,815	Prior Year 19 Salary + \$ 1,500	74,330
21	75,330	Prior Year 20 Salary + \$ 1,500	74,845
22	76,345	Prior Year 21 Salary + \$ 1,500	75,860
23	77,360	Prior Year 22 Salary + \$ 1,500	76,875
24	77,875	Prior Year 23 Salary + \$ 1,500	77,390
25	78,390	Prior Year 24 Salary + \$ 1,500	77,905
26	79,405	Prior Year 25 Salary + \$ 1,500	78,920
27	80,420	Prior Year 26 Salary + \$ 1,500	79,935
28	80,935	Prior Year 27 Salary + \$ 1,500	80,450
29	81,450	Prior Year 28 Salary + \$ 1,500	80,965
30+	82,465	Prior Year 29 Salary + \$ 1,500	81,980

Non-Certified Teacher Pay Plan

Years of Experience	New Hire Salary	TEA HB2 Compensation Methodolgy
0 - 2	\$ 50,000	Must be < Year 0 certified teacher
3 - 4	54,000	Prior Year 2 Salary + \$ 4,000
5+	58,000	Prior Year 4 Salary + \$ 4,000

*House bill 2 Teacher Retention

*Sec. 48.158. Teacher Retention Allotment.

(a) In this section, "classroom teacher" has the meaning assigned by Section 5.001 except that the term also includes:

- (1) a person who is not required to hold a certificate under Subchapter B, Chapter 21, who otherwise meets the definition of a classroom teacher under Section 5.001; and
- (2) a person, including a person described by Subdivision (2), employed by an entity with which a school district has entered into a contract who otherwise meets the definition of a classroom teacher under section 5.001

Sec. 5.001. DEFINITIONS. In this title:

- (1) "Agency" means the Texas Education Agency.
- (1-a) "Child who is homeless," "person who is homeless," and "student who is homeless" have the meaning assigned to the term "homeless children and youths" under 42 U.S.C. Section 11434a.
- (2) "Classroom teacher" means an educator who is employed by a school district and who, not less than an average of four hours each day, teaches in an academic instructional setting or a career and technology instructional setting. The term does not include a teacher's aide or a full-time administrator.

The salary ranges in this pay schedule do not reflect any statutorily required salary allotments enacted by the Texas Legislature currently in session. The district reserves the right to adjust salary amounts for the 2026-2027 school year in response to legislative changes.

\$1,500 Master's Degree - General Stipend - Teachers Only

Updated 6/23/2026

Karnes City ISD
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Teacher Incentive Allotment

Teacher Designation	Estimated Allotment Available for Payout
Karnes City High School	
Recognized	5,354
Exemplary	10,710
Master	19,464
Karnes City Junior High	
Recognized	5,656
Exemplary	11,312
Master	20,468
Karnes City Elementary	
Recognized	5,883
Exemplary	11,765
Master	21,224
Karnes City Primary	
Recognized	6,439
Exemplary	12,877
Master	23,078

TIA Statutory Spending Requirements

The District has elected to fund all applicable benefits from 90% allotment allocation to the designated teacher(s). In essence, the TIA Program payouts, including benefits is fully funded from the 90% allocation. Listed above is the estimated allotment available to pay to the designated teacher(s).

Issuing Payouts

The District will issue one lump-sum payout on August 15th

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