

**Hitchcock Independent School District
2026-2027 Teacher Salary Schedule
Returning HISD Teachers**

Approved by HISD Board of Trustees:

Yrs		Annual Pay		Daily
ACP		50,000		267.38
0		60,000		320.86
1		60,250		322.19
2		60,500		323.53
3		64,981		347.49
4		64,981		347.49
5		69,469		371.49
6		70,472		376.85
7		71,456		382.12
8		72,416		387.25
9		73,287		391.91
10		74,091		396.21
11		74,839		400.21
12		75,528		403.89
13		76,176		407.36
14		76,782		410.60
15		77,335		413.55
16		77,859		416.36
17		78,344		418.95
18		78,803		421.41
19		79,226		423.67
20		79,628		425.82
21		80,002		427.82
22		80,351		429.69
23		80,671		431.40
24		80,984		433.07
25		81,285		434.68
26		81,569		436.20
27		81,847		437.68
28		82,111		439.10
29		82,367		440.47
30		82,610		441.77
31+		82,849		443.04

Add additional \$1,000.00 for Masters degree or higher
Non Certified Instructors - Not eligible for degree stipends
Teacher Retention Allotment (TRA) funds are included
in the totals presented. \$4,000 in steps 3 & 4, and \$8,000
in steps 5 & above.

**Hitchcock Independent School District
2026-2027 Teacher Salary Schedule
New Hire HISD Teachers**

Approved by HISD Board of Trustees:

Yrs		Annual Pay		Daily
ACP		50,000		267.38
0		60,000		320.86
1		60,250		322.19
2		60,500		323.53
3		64,500		344.92
4		64,981		347.49
5		68,981		368.88
6		70,472		376.86
7		70,472		376.86
8		72,416		387.25
9		72,416		387.25
10		72,416		387.25
11		74,839		400.21
12		74,839		400.21
13		76,176		407.36
14		76,176		407.36
15		76,176		407.36
16		77,859		416.36
17		77,859		416.36
18		78,803		421.41
19		78,803		421.41
20		78,803		421.41
21		80,002		427.82
22		80,002		427.82
23		80,002		427.82
24		80,002		427.82
25+		81,285		434.68

***Band Director works 207 days**

Years of service are determined by completed years of full
teaching experience. For example, a person who is
beginning the third year of teaching has two years of
creditable service.