Keller ISD

2026-2027 New Non-Teaching Professional Hiring Schedule

Non-Teaching Professionals with Standard Certificates or Intern with Preservice Experience Certificates

Non-Teaching Professionals Include: Librarians/Nurses/Teacher-Program Specialist: Campus Instruction/Campus Instructional Coach/Early Literacy/Learning Coach Early Literacy/Secondary ELA Coach/ARD Managers, Facilitators, Athletic Trainers

1% General Pay Increase

Years of Experience	New Hire Bachelor's Annual Salary + %	New Hire Bachelor's Daily Rate + %	New Hire Master's Annual Salary + $1,000	New Hire Master's Daily Rate + %	New Hire Doctorate Annual Salary + $1,500	New Hire Doctorate Daily Rate + %
0	$61,408	$328.39	$62,408	$333.73	$62,908	$336.41
1	$61,482	$328.78	$62,482	$334.13	$62,982	$336.80
2	$61,690	$329.89	$62,690	$335.24	$63,190	$337.91
3	$62,002	$331.56	$63,002	$336.91	$63,502	$339.58
4	$62,314	$333.23	$63,314	$338.58	$63,814	$341.25
5	$62,834	$336.01	$63,834	$341.36	$64,334	$344.03
6	$63,370	$338.88	$64,370	$344.22	$64,870	$346.90
7	$63,770	$341.02	$64,770	$346.36	$65,270	$349.04
8	$64,187	$343.25	$65,187	$348.59	$65,687	$351.27
9	$64,603	$345.47	$65,603	$350.82	$66,103	$353.49
10	$65,331	$349.36	$66,331	$354.71	$66,831	$357.39
11	$66,055	$353.24	$67,055	$358.58	$67,555	$361.26
12	$66,367	$354.90	$67,367	$360.25	$67,867	$362.93
13	$66,677	$356.56	$67,677	$361.91	$68,177	$364.58
14	$66,992	$358.25	$67,992	$363.59	$68,492	$366.27
15	$67,407	$360.47	$68,407	$365.81	$68,907	$368.49
16	$67,922	$363.22	$68,922	$368.57	$69,422	$371.24
17	$68,234	$364.89	$69,234	$370.24	$69,734	$372.91
18	$68,585	$366.76	$69,585	$372.11	$70,085	$374.79
19	$69,018	$369.08	$70,018	$374.43	$70,518	$377.10
20	$69,488	$371.59	$70,488	$376.94	$70,988	$379.61
21	$70,043	$374.56	$71,043	$379.91	$71,543	$382.58
22	$70,460	$376.79	$71,460	$382.14	$71,960	$384.81
23	$70,876	$379.02	$71,876	$384.36	$72,376	$387.04
24	$71,292	$381.24	$72,292	$386.59	$72,792	$389.26
25	$71,708	$383.47	$72,708	$388.81	$73,208	$391.49
26	$72,234	$386.28	$73,234	$391.63	$73,734	$394.30
27	$72,650	$388.50	$73,650	$393.85	$74,150	$396.52
28	$73,171	$391.29	$74,171	$396.64	$74,671	$399.31
29	$74,419	$397.96	$75,419	$403.31	$75,919	$405.98
30	$75,588	$404.21	$76,588	$409.56	$77,088	$412.24

The salaries listed above are based on a 187-day work calendar for the employment for the 2026-2027 school year. Experience is based on TEA approved creditable year of service. Base pay does not include any stipends or other salary supplements. For employees on contract work calendar other than 187-days, the annual rate is based on daily rate multiplied by the number of days worked. This salary plan is for the 2026-2027 school year only and does not predict or guarantee future salary advancement. Salary advancement is based on the annual budget approved by the Board of Trustees each year.