Keller ISD
2026-2027 New Hire Guide for
School Psychologist, OTs, PTs, and BCBA

1% General Pay Increase

Years of Experience	New Hire Daily Rate	New Hire 187 - Day Annual Salary	New Hire 193 - Day Annual Salary
0	$358.82	$67,099	$69,252
1	$359.38	$67,203	$69,360
2	$360.49	$67,411	$69,574
3	$362.16	$67,724	$69,896
4	$363.83	$68,036	$70,219
5	$365.50	$68,348	$70,541
6	$367.16	$68,660	$70,863
7	$368.83	$68,972	$71,185
8	$370.50	$69,284	$71,507
9	$375.38	$70,195	$72,448
10	$378.80	$70,835	$73,108
11	$384.28	$71,860	$74,165
12	$389.49	$72,835	$75,171
13	$399.49	$74,705	$77,102
14	$407.84	$76,265	$78,712
15	$415.90	$77,774	$80,269
16	$420.65	$78,662	$81,186
17	$422.80	$79,064	$81,601
18	$424.81	$79,439	$81,988
19	$426.82	$79,816	$82,377
20	$428.84	$80,194	$82,767
21	$430.58	$80,519	$83,103
22	$435.02	$81,349	$83,960
23	$438.04	$81,914	$84,543
24	$441.07	$82,480	$85,127
25	$445.24	$83,260	$85,932
26	$448.29	$83,830	$86,520
27	$452.19	$84,560	$87,273
28	$454.70	$85,029	$87,757
29	$459.72	$85,967	$88,726
30+	$463.63	$86,700	$89,481

School Psychologist and BCBA based upon conferred Master's Degree and experience based on TEA approved creditable years of service. OT/PT experience based on TEA approved creditable years of service and related external experience. Base pay does not include any stipends or other salary supplements. 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.