

Bullard ISD
2026-2027
Classroom Teacher Pay Scale

Years of Experience	New Hire Salary
0	\$44,800
1	\$45,250
2	\$46,450
3	\$47,275
4	\$48,339
5	\$52,839
6	\$53,339
7	\$53,839
8	\$54,339
9	\$54,839
10	\$55,839
11	\$56,839
12	\$57,839
13	\$58,839
14	\$59,839
15	\$60,739
16	\$61,639
17	\$62,539
18	\$63,439
19	\$64,339
20	\$65,139
21	\$65,939
22	\$66,739
23	\$67,539
24	\$68,339
25	\$68,739
26	\$69,139
27	\$69,539
28	\$69,939
29	\$70,339
30	\$70,769
31	\$71,269
32	\$71,769
33+	\$72,269

The salaries listed above are based on 10-month employment for the 2026-2027 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

26-27 Administrative Professional Pay Plan

Bullard ISD

Pay Grade		Minimum	Midpoint	Maximum
1	Daily	\$251.92	\$302.42	\$352.92
	187 Days	47,109	56,553	65,996
	207 Days	52,147	62,601	73,054
	226 Days	56,934	68,347	79,760
2	Daily	\$277.11	\$332.66	\$388.21
	187 Days	51,820	62,207	72,595
	197 Days	54,591	65,534	76,477
	226 Days	62,627	75,181	87,735
3	Daily	\$290.96	\$349.29	\$407.62
	197 Days	57,319	68,810	80,301
	207 Days	60,229	72,303	84,377
	217 Days	63,138	75,796	88,454
	226 Days	65,757	78,940	92,122
	261 Days	75,941	91,165	106,389
4	Daily	\$305.50	\$366.75	\$428.00
	197 Days	60,184	72,250	84,316
	207 Days	63,239	75,917	88,596
	217 Days	66,294	79,585	92,876
	226 Days	69,043	82,886	96,728
5	Daily	\$320.84	\$385.16	\$449.48
	217 Days	69,622	83,580	97,537
	226 Days	72,510	87,046	101,582
6	Daily	\$336.88	\$404.42	\$471.96
	217 Days	73,103	87,759	102,415
	226 Days	76,135	91,399	106,663
7	Daily	\$370.57	\$444.86	\$519.15
	226 Days	83,749	100,538	117,328
8	Daily	\$405.00	\$486.19	\$567.38
	226 Days	91,530	109,879	128,228
9	Daily	\$453.59	\$544.53	\$635.47
	226 Days	102,511	123,064	143,616

26-27 Clerical Paraprofessional Pay Plan

Bullard ISD

Pay Grade		Minimum	Midpoint	Maximum
1	Hourly	\$11.75	\$14.10	\$16.45
	187 Days	17,578	21,094	24,609
2	Hourly	\$12.35	\$14.82	\$17.29
	181 Days	17,883	21,459	25,036
	187 Days	18,476	22,171	25,866
3	Hourly	\$13.60	\$16.33	\$19.06
	187 Days	20,346	24,430	28,514
	197 Days	21,434	25,736	30,039
4	Hourly	\$14.40	\$17.29	\$20.18
	197 Days	22,694	27,249	31,804
	207 Days	23,846	28,632	33,418
	217 Days	24,998	30,015	35,032
5	Hourly	\$18.50	\$22.21	\$25.92
	207 Days	30,636	36,780	42,924
	226 Days	33,448	40,156	46,863
6	Hourly	\$26.50	\$31.81	\$37.12
	226 Days	47,912	57,512	67,113
7	Hourly	\$27.85	\$33.43	\$39.01
	226 Days	50,353	60,441	70,530

*Annual amounts are based on 8 hours per day.

26-27 Proposed Auxiliary Pay Plan

Bullard ISD

Pay Grade		Minimum	Midpoint	Maximum
1	Hourly	\$11.80	\$14.16	\$16.52
	171 Days	16,142	19,371	22,599
	181 Days	17,086	20,504	23,921
	261 Days	24,638	29,566	34,494
2	Hourly	\$13.30	\$15.97	\$18.64
	261 Days	27,770	33,345	38,920
3	Hourly	\$14.80	\$17.77	\$20.74
	181 Days	21,430	25,731	30,032
	261 Days	30,902	37,104	43,305
4	Hourly	\$18.50	\$22.21	\$25.92
	171 Days	25,308	30,383	35,459
5	Hourly	\$19.50	\$23.41	\$27.32
	261 Days	40,716	48,880	57,044
6	Hourly	\$21.05	\$25.27	\$29.49
	261 Days	43,952	52,764	61,575
7	Hourly	\$34.90	\$41.90	\$48.90
	197 Days	55,002	66,034	77,066

*Annual amounts are based on 8 hours per day.

26-27 Bullard ISD

Category	Assignment	Level	Rate	Amount	Misc
Substitutes		Beginning on Day 11			
	Bus Driver	ALL	Hourly	18.50	
	Bus Monitor	ALL	Hourly	11.80	
	Certified Substitute	ALL	Daily	110	125
	Non-Certified Substitute	ALL	Daily	85	110
	Nurse (RN)	ALL	Daily	110	125