

2026-2027 Teacher, Counselor, Librarian, and Nurse (RN) Salary Scale						
Years of Service	New State Minimum Schedule (2026-2027)	Palacios ISD	Teacher Retention Allotment 25-26 (HB2)	Local Teacher Retention Allotment*	Total Salary Before Benefits	Total with Maximum Benefits Package (\$6,915/yr)
0	\$33,960	\$50,703		\$1,500	\$52,203	\$59,118
1	\$34,690	\$51,460		\$1,500	\$52,960	\$59,875
2	\$35,410	\$52,218		\$1,500	\$53,718	\$60,633
3	\$36,150	\$52,975	\$4,000		\$56,975	\$63,890
4	\$37,690	\$53,733	\$4,000		\$57,733	\$64,648
5	\$39,230	\$54,490	\$8,000		\$62,490	\$69,405
6	\$40,770	\$54,820	\$8,000		\$62,820	\$69,735
7	\$42,220	\$55,151	\$8,000		\$63,151	\$70,066
8	\$43,550	\$55,559	\$8,000		\$63,559	\$70,474
9	\$44,840	\$55,967	\$8,000		\$63,967	\$70,882
10	\$46,040	\$56,375	\$8,000		\$64,375	\$71,290
11	\$47,180	\$56,792	\$8,000		\$64,792	\$71,707
12	\$48,280	\$57,191	\$8,000		\$65,191	\$72,106
13	\$49,280	\$57,600	\$8,000		\$65,600	\$72,515
14	\$50,250	\$58,007	\$8,000		\$66,007	\$72,922
15	\$51,160	\$58,415	\$8,000		\$66,415	\$73,330
16	\$52,030	\$58,823	\$8,000		\$66,823	\$73,738
17	\$52,840	\$59,231	\$8,000		\$67,231	\$74,146
18	\$53,610	\$59,655	\$8,000		\$67,655	\$74,570
19	\$54,340	\$60,063	\$8,000		\$68,063	\$74,978
20	\$55,030	\$60,455	\$8,000		\$68,455	\$75,370
21	\$55,030	\$60,863	\$8,000		\$68,863	\$75,778
22	\$55,030	\$61,271	\$8,000		\$69,271	\$76,186
23	\$55,030	\$61,679	\$8,000		\$69,679	\$76,594
24	\$55,030	\$62,087	\$8,000		\$70,087	\$77,002
25	\$55,030	\$62,495	\$8,000		\$70,495	\$77,410
26	\$55,030	\$62,903	\$8,000		\$70,903	\$77,818
27	\$55,030	\$63,337	\$8,000		\$71,337	\$78,252
28	\$55,030	\$63,745	\$8,000		\$71,745	\$78,660
29	\$55,030	\$64,154	\$8,000		\$72,154	\$79,069

*Step increases are absorbed into TRA and Local Retention Allotments

**Non-Degreed \$10,000 less off totals

****Masters Degree; Additional \$1500.00 per year if the course taught is relevant to the degree

*****ARD Facilitators (16 additional days),paid at a daily rate
Dean of Instruction (10 additional days),paid at daily rate
CCMR Specialists (5 additional days) paid at daily rate.