

**2026-2027 New Hire Guide for
Teachers, Librarians, and Nurses
Fabens ISD**

Years of Experience	New Hire Salary
0	\$56,500
1	\$56,950
2	\$57,350
3	\$57,950
4	\$58,572
5	\$59,000
6	\$59,400
7	\$59,700
8	\$60,000
9	\$60,300
10	\$60,900
11	\$61,300
12	\$61,500
13	\$61,832
14	\$62,180
15	\$62,557
16	\$63,137
17	\$63,427
18	\$64,123
19	\$64,353
20	\$64,586
21	\$65,319
22	\$65,651
23	\$66,083
24	\$66,942
25	\$67,644
26	\$69,303
27	\$70,680
28	\$71,951
29+	\$72,201