2026-2027 TEA Certificated Salary Schedule
Effective 09/01/2026

			01	02	03	04	06	7A	9	1A	3A	13
Year	**Pay Step**		**BA**	**BA +15**	**BA +30**	**BA +45**	**BA +90**	**MA+0**	**BA +135**	**MA +45**	**MA +90**	**PHD**
		Base Salary	72,212	72,884	73,553	74,705	78,648	86,435	85,390	88,329	92,264	94,877
		Professional Responsibility Stipend	3,250	3,280	3,310	3,362	3,539	3,890	3,843	3,975	4,152	4,269
		TOTAL CONTRACTED SALARY	**75,462**	**76,164**	**76,863**	**78,067**	**82,187**	**90,325**	**89,233**	**92,304**	**96,416**	**99,146**
0	1	Optional Self-Selected Professional Development (14 hours)	774	781	788	801	843	926	915	947	989	1,017
		Optional Technology Professional Development (7 Hours)	387	391	394	400	421	463	458	473	494	508
		District Professional Development (7 hours)	387	391	394	400	421	463	458	473	494	508
		TOTAL SALARY AVAILABLE	**77,010**	**77,726**	**78,440**	**79,668**	**83,873**	**92,178**	**91,063**	**94,197**	**98,394**	**101,180**
		Base Salary	72,883	73,399	75,365	77,988	82,002	87,110	88,772	91,605	95,554	98,262
		Professional Responsibility Stipend	3,280	3,303	3,391	3,509	3,690	3,920	3,995	4,122	4,300	4,422
		TOTAL CONTRACTED SALARY	**76,163**	**76,702**	**78,756**	**81,497**	**85,692**	**91,030**	**92,767**	**95,727**	**99,854**	**102,684**
1	2	Optional Self-Selected Professional Development (14 hours)	781	787	808	836	879	934	951	982	1,024	1,053
		Optional Technology Professional Development (7 Hours)	391	393	404	418	439	467	476	491	512	527
		District Professional Development (7 hours)	391	393	404	418	439	467	476	491	512	527
		TOTAL SALARY AVAILABLE	**77,725**	**78,275**	**80,371**	**83,169**	**87,450**	**92,897**	**94,670**	**97,691**	**101,902**	**104,790**
		Base Salary	73,989	75,946	77,893	80,543	84,574	87,484	91,282	93,969	97,999	100,683
		Professional Responsibility Stipend	3,330	3,418	3,505	3,624	3,806	3,937	4,108	4,229	4,410	4,531
		TOTAL CONTRACTED SALARY	**77,319**	**79,364**	**81,398**	**84,167**	**88,380**	**91,421**	**95,390**	**98,198**	**102,409**	**105,214**
2	3	Optional Self-Selected Professional Development (14 hours)	793	814	835	863	906	938	978	1,007	1,050	1,079
		Optional Technology Professional Development (7 Hours)	397	407	417	432	453	469	489	504	525	540
		District Professional Development (7 hours)	397	407	417	432	453	469	489	504	525	540
		TOTAL SALARY AVAILABLE	**78,905**	**80,992**	**83,068**	**85,894**	**90,193**	**93,296**	**97,347**	**100,212**	**104,510**	**107,372**
		Base Salary	75,761	77,686	79,656	82,290	86,237	88,995	92,819	95,457	99,408	102,048
		Professional Responsibility Stipend	3,409	3,496	3,585	3,703	3,881	4,005	4,177	4,296	4,473	4,592
		TOTAL CONTRACTED SALARY	**79,170**	**81,182**	**83,241**	**85,993**	**90,118**	**93,000**	**96,996**	**99,753**	**103,881**	**106,640**
3	4	Optional Self-Selected Professional Development (14 hours)	812	833	854	882	924	954	995	1,023	1,065	1,094
		Optional Technology Professional Development (7 Hours)	406	416	427	441	462	477	497	512	533	547
		District Professional Development (7 hours)	406	416	427	441	462	477	497	512	533	547
		TOTAL SALARY AVAILABLE	**80,794**	**82,847**	**84,948**	**87,757**	**91,967**	**94,908**	**98,986**	**101,799**	**106,012**	**108,827**
		Base Salary	78,238	80,190	82,138	84,748	88,660	91,283	95,183	97,788	101,698	104,305
		Professional Responsibility Stipend	3,521	3,609	3,696	3,814	3,990	4,108	4,283	4,400	4,576	4,694
		TOTAL CONTRACTED SALARY	**81,759**	**83,799**	**85,834**	**88,562**	**92,650**	**95,391**	**99,466**	**102,188**	**106,274**	**108,999**
4	5	Optional Self-Selected Professional Development (14 hours)	839	859	880	908	950	978	1,020	1,048	1,090	1,118
		Optional Technology Professional Development (7 Hours)	419	430	440	454	475	489	510	524	545	559
		District Professional Development (7 hours)	419	430	440	454	475	489	510	524	545	559
		TOTAL SALARY AVAILABLE	**83,436**	**85,518**	**87,595**	**90,379**	**94,551**	**97,348**	**101,506**	**104,284**	**108,454**	**111,235**

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			01	02	03	04	06	7A	9	1A	3A	13
Year	Pay Step		BA	BA +15	BA +30	BA +45	BA +90	MA+0	BA +135	MA +45	MA +90	PHD
5	6	Base Salary	80,698	82,635	84,569	87,160	91,030	93,605	97,483	100,067	103,940	106,524
		Professional Responsibility Stipend	3,631	3,719	3,806	3,922	4,096	4,212	4,387	4,503	4,677	4,794
		TOTAL CONTRACTED SALARY	**84,329**	**86,354**	**88,375**	**91,082**	**95,126**	**97,817**	**101,870**	**104,570**	**108,617**	**111,318**
		Optional Self-Selected Professional Development (14 hours)	865	886	906	934	976	1,003	1,045	1,073	1,114	1,142
		Optional Technology Professional Development (7 Hours)	432	443	453	467	488	502	522	536	557	571
		District Professional Development (7 hours)	432	443	453	467	488	502	522	536	557	571
		TOTAL SALARY AVAILABLE	**86,059**	**88,125**	**90,188**	**92,950**	**97,077**	**99,824**	**103,960**	**106,715**	**110,845**	**113,601**
6	7	Base Salary	83,925	85,862	87,806	90,379	94,255	96,840	100,715	103,295	107,171	109,747
		Professional Responsibility Stipend	3,777	3,864	3,951	4,067	4,241	4,358	4,532	4,648	4,823	4,939
		TOTAL CONTRACTED SALARY	**87,702**	**89,726**	**91,757**	**94,446**	**98,496**	**101,198**	**105,247**	**107,943**	**111,994**	**114,686**
		Optional Self-Selected Professional Development (14 hours)	900	920	941	969	1,010	1,038	1,079	1,107	1,149	1,176
		Optional Technology Professional Development (7 Hours)	450	460	471	484	505	519	540	554	574	588
		District Professional Development (7 hours)	450	460	471	484	505	519	540	554	574	588
		TOTAL SALARY AVAILABLE	**89,501**	**91,567**	**93,639**	**96,383**	**100,516**	**103,274**	**107,406**	**110,157**	**114,291**	**117,039**
7	8	Base Salary	86,304	88,217	90,131	92,695	96,529	99,081	102,916	105,469	109,314	111,868
		Professional Responsibility Stipend	3,884	3,970	4,056	4,171	4,344	4,459	4,631	4,746	4,919	5,034
		TOTAL CONTRACTED SALARY	**90,188**	**92,187**	**94,187**	**96,866**	**100,873**	**103,540**	**107,547**	**110,215**	**114,233**	**116,902**
		Optional Self-Selected Professional Development (14 hours)	925	946	966	993	1,035	1,062	1,103	1,130	1,172	1,199
		Optional Technology Professional Development (7 Hours)	462	473	483	497	517	531	552	565	586	600
		District Professional Development (7 hours)	462	473	483	497	517	531	552	565	586	600
		TOTAL SALARY AVAILABLE	**92,038**	**94,078**	**96,119**	**98,853**	**102,942**	**105,664**	**109,753**	**112,476**	**116,576**	**119,300**
8	9	Base Salary	89,492	91,407	93,329	95,885	99,721	102,279	106,116	108,671	112,504	115,060
		Professional Responsibility Stipend	4,027	4,113	4,200	4,315	4,487	4,603	4,775	4,890	5,063	5,178
		TOTAL CONTRACTED SALARY	**93,519**	**95,520**	**97,529**	**100,200**	**104,208**	**106,882**	**110,891**	**113,561**	**117,567**	**120,238**
		Optional Self-Selected Professional Development (14 hours)	959	980	1,000	1,028	1,069	1,096	1,137	1,165	1,206	1,233
		Optional Technology Professional Development (7 Hours)	480	490	500	514	534	548	569	582	603	617
		District Professional Development (7 hours)	480	490	500	514	534	548	569	582	603	617
		TOTAL SALARY AVAILABLE	**95,437**	**97,479**	**99,530**	**102,255**	**106,346**	**109,074**	**113,166**	**115,890**	**119,979**	**122,704**
9	10	Base Salary	92,695	94,607	96,529	99,081	102,916	105,469	109,314	111,868	115,705	118,264
		Professional Responsibility Stipend	4,171	4,257	4,344	4,459	4,631	4,746	4,919	5,034	5,207	5,322
		TOTAL CONTRACTED SALARY	**96,866**	**98,864**	**100,873**	**103,540**	**107,547**	**110,215**	**114,233**	**116,902**	**120,912**	**123,586**
		Optional Self-Selected Professional Development (14 hours)	993	1,014	1,035	1,062	1,103	1,130	1,172	1,199	1,240	1,268
		Optional Technology Professional Development (7 Hours)	497	507	517	531	552	565	586	600	620	634
		District Professional Development (7 hours)	497	507	517	531	552	565	586	600	620	634
		TOTAL SALARY AVAILABLE	**98,853**	**100,892**	**102,942**	**105,664**	**109,753**	**112,476**	**116,576**	**119,300**	**123,392**	**126,121**

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Year	Pay Step		BA	BA +15	BA +30	BA +45	BA +90	MA+0	BA +135	MA +45	MA +90	PHD
10	11	Base Salary	95,885	97,802	99,721	102,279	106,116	108,671	112,504	115,060	118,896	121,456
		Professional Responsibility Stipend	4,315	4,401	4,487	4,603	4,775	4,890	5,063	5,178	5,350	5,466
		TOTAL CONTRACTED SALARY	**100,200**	**102,203**	**104,208**	**106,882**	**110,891**	**113,561**	**117,567**	**120,238**	**124,246**	**126,922**
		Self-Selected Professional Development (14 hours)	1,028	1,048	1,069	1,096	1,137	1,165	1,206	1,233	1,274	1,302
		Technology Professional Development (7 Hours)	514	524	534	548	569	582	603	617	637	651
		District Optional Professional Development (7 hours)	514	524	534	548	569	582	603	617	637	651
		TOTAL SALARY AVAILABLE	**102,255**	**104,299**	**106,346**	**109,074**	**113,166**	**115,890**	**119,979**	**122,704**	**126,795**	**129,526**
11	12	Base Salary	99,081	100,999	102,916	105,469	109,314	111,868	115,705	118,264	122,100	124,652
		Professional Responsibility Stipend	4,459	4,545	4,631	4,746	4,919	5,034	5,207	5,322	5,495	5,609
		TOTAL CONTRACTED SALARY	**103,540**	**105,544**	**107,547**	**110,215**	**114,233**	**116,902**	**120,912**	**123,586**	**127,595**	**130,261**
		Self-Selected Professional Development (14 hours)	1,062	1,083	1,103	1,130	1,172	1,199	1,240	1,268	1,309	1,336
		Technology Professional Development (7 Hours)	531	541	552	565	586	600	620	634	654	668
		District Optional Professional Development (7 hours)	531	541	552	565	586	600	620	634	654	668
		TOTAL SALARY AVAILABLE	**105,664**	**107,709**	**109,753**	**112,476**	**116,576**	**119,300**	**123,392**	**126,121**	**130,212**	**132,933**
12	13	Base Salary	99,081	100,999	102,916	108,671	112,504	115,060	118,896	121,456	125,291	127,846
		Professional Responsibility Stipend	4,459	4,545	4,631	4,890	5,063	5,178	5,350	5,466	5,638	5,753
		TOTAL CONTRACTED SALARY	**103,540**	**105,544**	**107,547**	**113,561**	**117,567**	**120,238**	**124,246**	**126,922**	**130,929**	**133,599**
		Self-Selected Professional Development (14 hours)	1,062	1,083	1,103	1,165	1,206	1,233	1,274	1,302	1,343	1,370
		Technology Professional Development (7 Hours)	531	541	552	582	603	617	637	651	671	685
		District Optional Professional Development (7 hours)	531	541	552	582	603	617	637	651	671	685
		TOTAL SALARY AVAILABLE	**105,664**	**107,709**	**109,753**	**115,890**	**119,979**	**122,704**	**126,795**	**129,526**	**133,615**	**136,340**
13	14	Base Salary	99,081	100,999	102,916	108,671	112,504	118,264	122,100	131,044	134,882	137,435
		Professional Responsibility Stipend	4,459	4,545	4,631	4,890	5,063	5,322	5,495	5,897	6,070	6,185
		TOTAL CONTRACTED SALARY	**103,540**	**105,544**	**107,547**	**113,561**	**117,567**	**123,586**	**127,595**	**136,941**	**140,952**	**143,620**
		Self-Selected Professional Development (14 hours)	1,062	1,083	1,103	1,165	1,206	1,268	1,309	1,405	1,446	1,473
		Technology Professional Development (7 Hours)	531	541	552	582	603	634	654	702	723	737
		District Optional Professional Development (7 hours)	531	541	552	582	603	634	654	702	723	737
		TOTAL SALARY AVAILABLE	**105,664**	**107,709**	**109,753**	**115,890**	**119,979**	**126,121**	**130,212**	**139,750**	**143,843**	**146,566**
14	15	Base Salary	99,081	100,999	102,916	108,671	112,504	118,264	122,100	131,044	134,882	137,435
		Professional Responsibility Stipend	4,459	4,545	4,631	4,890	5,063	5,322	5,495	5,897	6,070	6,185
		TOTAL CONTRACTED SALARY	**103,540**	**105,544**	**107,547**	**113,561**	**117,567**	**123,586**	**127,595**	**136,941**	**140,952**	**143,620**
		Self-Selected Professional Development (14 hours)	1,062	1,083	1,103	1,165	1,206	1,268	1,309	1,405	1,446	1,473
		Technology Professional Development (7 Hours)	531	541	552	582	603	634	654	702	723	737
		District Optional Professional Development (7 hours)	531	541	552	582	603	634	654	702	723	737
		TOTAL SALARY AVAILABLE	**105,664**	**107,709**	**109,753**	**115,890**	**119,979**	**126,121**	**130,212**	**139,750**	**143,843**	**146,566**

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			01	02	03	04	06	7A	9	1A	3A	13
Year	Pay Step		BA	BA +15	BA +30	BA +45	BA +90	MA+0	BA +135	MA +45	MA +90	PHD
15	16	Base Salary	99,081	100,999	102,916	108,671	112,504	118,264	122,100	131,044	134,882	137,435
		Professional Responsibility Stipend	4,459	4,545	4,631	4,890	5,063	5,322	5,495	5,897	6,070	6,185
		TOTAL CONTRACTED SALARY	**103,540**	**105,544**	**107,547**	**113,561**	**117,567**	**123,586**	**127,595**	**136,941**	**140,952**	**143,620**
		Self-Selected Professional Development (14 hours)	1,062	1,083	1,103	1,165	1,206	1,268	1,309	1,405	1,446	1,473
		Technology Professional Development (7 Hours)	531	541	552	582	603	634	654	702	723	737
		District Optional Professional Development (7 hours)	531	541	552	582	603	634	654	702	723	737
		TOTAL SALARY AVAILABLE	**105,664**	**107,709**	**109,753**	**115,890**	**119,979**	**126,121**	**130,212**	**139,750**	**143,843**	**146,566**
16	17	Base Salary	99,081	100,999	102,916	108,671	112,504	118,264	122,100	131,044	134,882	137,435
		Professional Responsibility Stipend	4,459	4,545	4,631	4,890	5,063	5,322	5,495	5,897	6,070	6,185
		TOTAL CONTRACTED SALARY	**103,540**	**105,544**	**107,547**	**113,561**	**117,567**	**123,586**	**127,595**	**136,941**	**140,952**	**143,620**
		Self-Selected Professional Development (14 hours)	1,062	1,083	1,103	1,165	1,206	1,268	1,309	1,405	1,446	1,473
		Technology Professional Development (7 Hours)	531	541	552	582	603	634	654	702	723	737
		District Optional Professional Development (7 hours)	531	541	552	582	603	634	654	702	723	737
		TOTAL SALARY AVAILABLE	**105,664**	**107,709**	**109,753**	**115,890**	**119,979**	**126,121**	**130,212**	**139,750**	**143,843**	**146,566**
17	18	Base Salary	99,081	100,999	102,916	108,671	112,504	118,264	122,100	131,044	134,882	137,435
		Professional Responsibility Stipend	4,459	4,545	4,631	4,890	5,063	5,322	5,495	5,897	6,070	6,185
		TOTAL CONTRACTED SALARY	**103,540**	**105,544**	**107,547**	**113,561**	**117,567**	**123,586**	**127,595**	**136,941**	**140,952**	**143,620**
		Self-Selected Professional Development (14 hours)	1,062	1,083	1,103	1,165	1,206	1,268	1,309	1,405	1,446	1,473
		Technology Professional Development (7 Hours)	531	541	552	582	603	634	654	702	723	737
		District Optional Professional Development (7 hours)	531	541	552	582	603	634	654	702	723	737
		TOTAL SALARY AVAILABLE	**105,664**	**107,709**	**109,753**	**115,890**	**119,979**	**126,121**	**130,212**	**139,750**	**143,843**	**146,566**
18	19	Base Salary	99,081	100,999	102,916	108,671	112,504	118,264	122,100	131,044	134,882	137,435
		Professional Responsibility Stipend	4,459	4,545	4,631	4,890	5,063	5,322	5,495	5,897	6,070	6,185
		TOTAL CONTRACTED SALARY	**103,540**	**105,544**	**107,547**	**113,561**	**117,567**	**123,586**	**127,595**	**136,941**	**140,952**	**143,620**
		Self-Selected Professional Development (14 hours)	1,062	1,083	1,103	1,165	1,206	1,268	1,309	1,405	1,446	1,473
		Technology Professional Development (7 Hours)	531	541	552	582	603	634	654	702	723	737
		District Optional Professional Development (7 hours)	531	541	552	582	603	634	654	702	723	737
		TOTAL SALARY AVAILABLE	**105,664**	**107,709**	**109,753**	**115,890**	**119,979**	**126,121**	**130,212**	**139,750**	**143,843**	**146,566**
19	20	Base Salary	104,036	106,052	108,061	114,106	118,130	124,179	128,204	137,595	141,625	144,309
		Professional Responsibility Stipend	4,682	4,772	4,863	5,135	5,316	5,588	5,769	6,192	6,373	6,494
		TOTAL CONTRACTED SALARY	**108,718**	**110,824**	**112,924**	**119,241**	**123,446**	**129,767**	**133,973**	**143,787**	**147,998**	**150,803**
		Self-Selected Professional Development (14 hours)	1,115	1,137	1,158	1,223	1,266	1,331	1,374	1,475	1,518	1,547
		Technology Professional Development (7 Hours)	558	568	579	611	633	665	687	737	759	773
		District Optional Professional Development (7 hours)	558	568	579	611	633	665	687	737	759	773
		TOTAL SALARY AVAILABLE	**110,948**	**113,097**	**115,240**	**121,687**	**125,978**	**132,429**	**136,721**	**146,736**	**151,034**	**153,896**

SPECIAL NOTE: This schedule was based on the allocation by the State Legislature that includes a 2.6% Implicit Price Deflator (IPD) and may be subject to change by the Legislature during the 2026-27 fiscal year