



Salary Scale

Certified Instructional staff, Non-certified instructional staff, Fine arts, Instructional teachers, School Counselor, C & I Specialist, Master Teachers, District Administrators -School Leadership, Business Support Staff, Support Staff, Certified Incentive Program Teacher

Certified Teacher & Master Teacher

	Certified Teacher Salary
0	\$60,247
1	\$60,494
2	\$60,741
3	$\$60,988 + \$4,000 = \$64,988$
4	$\$61,235 + \$4,000 = \$65,235$
5	$\$61,482 + \$8,000 = \$69,482$
6	$\$62,700 + \$8,000 = \$70,700$
7	$\$62,900 + \$8,000 = \$70,900$
8	$\$63,100 + \$8,000 = \$71,100$
9	$\$63,300 + \$8,000 = \$71,300$
10	$\$63,500 + \$8,000 = \$71,500$
11	$\$65,045 + \$8,000 = \$73,045$
12	$\$65,355 + \$8,000 = \$73,355$
13	$\$65,665 + \$8,000 = \$73,665$
14	$\$65,975 + \$8,000 = \$73,975$
15	$\$66,285 + \$8,000 = \$74,285$
16	$\$66,861 + \$8,000 = \$74,861$
17	$\$67,435 + \$8,000 = \$75,435$
18	$\$68,009 + \$8,000 = \$76,009$
19	$\$68,583 + \$8,000 = \$76,583$
20	$\$69,157 + \$8,000 = \$77,157$

Certified Instructional Coach C&I/ New Teacher Mentor

	District Instructional Coach C&I/ New Teacher Mentor Salary
Flat Rate	\$69,000

*Substitute Aides & Substitute Teacher
As Needed*

	Substitute Aides Substitute Teacher Salary
Substitute Teacher	\$150 per day
Substitute Aide	\$18.00 per hour

*Instructional staff, Fine arts, and instructional teachers who are enrolled in the certified Teachers
program will receive a flat salary rate.*

**Please note that if you are in a program and taking advantage of this incentive pay, you are not eligible for any
additional stipends.*

	Certified Incentive Program Teacher Salary
0	\$60,247
1	\$60,247
2	\$60,247
3	$\$60,247 + \$4000 = \$64,247$
4	$\$60,247 + \$4000 = \$64,247$
5	$\$60,247 + \$8000 = \$68,247$
6	$\$60,247 + \$8000 = \$68,247$
7	$\$60,247 + \$8000 = \$68,247$
8	$\$60,247 + \$8000 = \$68,247$
9	$\$60,247 + \$8000 = \$68,247$
10	$\$60,247 + \$8000 = \$68,247$
11	$\$60,247 + \$8000 = \$68,247$
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13	$\$60,247 + \$8000 = \$68,247$
14	$\$60,247 + \$8000 = \$68,247$
15	$\$60,247 + \$8000 = \$68,247$
16	$\$60,247 + \$8000 = \$68,247$
17	$\$60,247 + \$8000 = \$68,247$
18	$\$60,247 + \$8000 = \$68,247$
19	$\$60,247 + \$8000 = \$68,247$
20	$\$60,247 + \$8000 = \$68,247$

Non-certified instructional staff, Fine arts.

Years	Non-Certified Teacher Salary
0	\$45,200
1	\$45,200
2	\$45,200
3	\$45,200+\$4,000= \$49,200
4	\$45,200+\$4,000= \$49,200
5	\$47,260+\$8,000= \$55,260
6	\$48,100+\$8,000= \$56,100
7	\$48,100+\$8,000= \$56,100
8	\$48,100+\$8,000= \$56,100
9	\$48,100+\$8,000= \$56,100
10	\$51,250+\$8,000=\$59,250
11	\$52,150+\$8,000=\$60,150
12	\$52,150+\$8,000=\$60,150
13	\$52,150+\$8,000=\$60,150
14	\$52,150+\$8,000=\$60,150
15	\$52,150+\$8,000=\$60,150
16	\$52,150+\$8,000=\$60,150
17	\$52,150+\$8,000=\$60,150
18	\$52,150+\$8,000=\$60,150
19	\$52,150+\$8,000=\$60,150
20	\$52,150+\$8,000=\$60,150

For school systems with 5,000 or fewer enrolled students:

- \$4,000 for each classroom teacher with at least 3 years and less than 5 years of experience.
- \$8,000 for each classroom teacher with five or more years of experience.

Source:

<https://tea.texas.gov/about-tea/news-and-multimedia/correspondence/taa-letters/house-bill-2-hb-2-implementation-teacher-retention-allotment-and-support-staff-retention-allotment>

Proposing 3% increase across the board for all other staff from where they are currently compensated, and increasing the scale across the board by 3%

District Administrators -School Leadership

Title	District Administrators -School Leadership
Superintendent	Board Approval
Special Assistant to Superintendent and/ or Deputy Superintendent	Commensurate with Experience

Principal	Current -\$85,000 Flat Rate
School Support Officer	Current \$75,000 Flat Rate
Assistant Principal	Current- \$72,000 Flat Rate
Director of Curriculum and Instruction	Current- \$85,540 Flat rate
Assistant Director of Curriculum and Instruction	Current - \$55,000 - \$80,000
Director of Special Populations	Commensurate with Experience

When determining what types of non-administrative staff are eligible for SSRA, the statute provides specific details. Eligible support staff include teachers not eligible for a salary increase under the TRA, such as those with less than three years of experience. Eligible staff also include school counselors, librarians, school nurses, teacher's assistants, custodial staff, food services staff, bus drivers, administrative assistants, and other support staff. Ineligible staff include the superintendent, chief executive officer, assistant superintendents or equivalents, principals or assistant principals, and employees in a centralized supervisory role.

Business Support Staff

Title	Business Support
Chief Financial Officer	Commensurate with Experience
Transportation Director	Commensurate with Experience
Human Resources Staff	Commensurate with Experience
Facilities Director	Commensurate with Experience
IT Systems Engineer	Commensurate with Experience
Business Manager	Commensurate with Experience
PEIMS Manager	Commensurate with Experience
Business Support Coordinators (Payroll, PEIMS, Marketing, Fine Arts)	Commensurate with Experience
Marketing & Communication	Commensurate with Experience

Support Staff

Based on the implementation of House Bill 2 (HB 2) and the Support Staff Retention Allotment, we propose a 3% across-the-board increase.

Title	Support Staff
School Nurse	Current \$35,000 - \$45,000
School Counselor	Current \$65,000
Custodians, Cafeteria, Maintenance	current-\$7.25 - \$20.00 per hour (annualized based on duty calendar)
Bus Driver Non-CDL	Current \$19.00 per hour (annualized based on duty calendar)
Bus Driver CDL	Current \$21.00 per hour (annualized based on duty calendar)
PARA I - School Secretary	Current-\$10 - \$17.50 per hour (annualized based on duty calendar)
PARA II- Executive Administrative Assistant	Current-\$12 - \$20.29 per hour (annualized based on duty calendar)
Attendance Clerk/ PEIMS Clerk	Current -\$10 - \$17.50 per hour (annualized based on duty calendar)
Teacher Aide/ Clerical Aide	Current \$20,800- \$27,040 (annualized based on duty calendar)
Residential Artist (Non-Degreed), Instructional staff, RTI Assistant	Current- \$24,960- \$36,400 (annualized based on duty calendar)
SPED Aide	Current-\$29,536- \$40,680 (

	annualized based on duty calendar)
Long-term Substitute Teacher	\$29,920 (annualized based on duty calendar)
Bachelor's degree Long-term Substitute Teacher	\$35,000 (annualized based on duty calendar)

****Resident Artists who are Degreed or Certified, please see teaching scales above***

*****Compensation Philosophy: In determining salaries and ensuring fair compensation practices, RSPA considers the following factors: our salary scale, years of experience, and internal equity. *****

Additional Compensation for eligible staff

Critical Area Stipend (must be working in this area, certified or uncertified)	Additional Certification Stipend (cert max \$1,500.00)
C&I \$2500 Counselor \$2500	Master's Degree \$ 1500
SPED up to \$3000 Special Pops \$2500	ESL \$500
Math 6th - 8th \$1500	GT State \$500
Science 5th -8th \$1500	Region 4 Certificate \$500
Fine Arts \$1500	Master Teacher Stipend \$10,000