

Salary Scale

*Certified Instructional staff, Fine Arts, Instructional Teachers,
School Counselor, C&I Specialist, and Master Teachers*

Certified Teacher & Master Teacher

Years	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

Role	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 of \$60,247.

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

Years	Certified Incentive Program Teacher Salary
0	\$60,247
1	\$60,247
2	\$60,247
3	$\$60,247 + \$4,000 = \$64,247$
4	$\$60,247 + \$4,000 = \$64,247$
5	$\$60,247 + \$8,000 = \$68,247$
6	$\$60,247 + \$8,000 = \$68,247$
7	$\$60,247 + \$8,000 = \$68,247$
8	$\$60,247 + \$8,000 = \$68,247$
9	$\$60,247 + \$8,000 = \$68,247$
10	$\$60,247 + \$8,000 = \$68,247$
11	$\$60,247 + \$8,000 = \$68,247$
12	$\$60,247 + \$8,000 = \$68,247$
13	$\$60,247 + \$8,000 = \$68,247$
14	$\$60,247 + \$8,000 = \$68,247$
15	$\$60,247 + \$8,000 = \$68,247$
16	$\$60,247 + \$8,000 = \$68,247$
17	$\$60,247 + \$8,000 = \$68,247$
18	$\$60,247 + \$8,000 = \$68,247$
19	$\$60,247 + \$8,000 = \$68,247$
20	$\$60,247 + \$8,000 = \$68,247$

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>

District Administrators - School Leadership

Title	District Administrators - School Leadership
Superintendent	Board Approval
Special Assistant to the Superintendent and/ or Deputy Superintendent	Commensurate with Experience
Principal	\$85,000 Flat Rate
School Support Officer	\$75,000 Flat Rate
Assistant Principal	\$72,000 Flat Rate
Director of Curriculum and Instruction	\$85,540 Flat rate
Assistant Director of Curriculum and Instruction	\$55,000 - \$80,000
Director of Special Populations	Commensurate with Experience
School Nurse	\$35,000 - \$45,000

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

Title	Support Staff
School Nurse	\$35,000 - \$45,000
School Counselor	\$65,000
Custodians, Cafeteria, Maintenance	\$14 - \$20.00 per hour (annualized based on duty calendar)
Bus Driver non-CDL	\$19.00 per hour (annualized based on duty calendar)
Bus Driver CDL	\$21.00 per hour (annualized based on duty calendar)
PARA I - School Secretary	\$10 - \$17.50 per hour (annualized based on duty calendar)
PARA II- Executive Administrative Assistant	\$12 - \$20.29 per hour (annualized based on duty calendar)
Attendance Clerk/ PEIMS Clerk	\$10 - \$17.50 per hour (annualized based on duty calendar)
Teacher Aide/ Clerical Aide	\$20,800- \$27,040 (annualized based on duty calendar)
Residential Artist (Non-Degreed), Instructional staff, RTI Assistant	\$24,960- \$36,400 (annualized based on duty calendar)
SPED Aide	\$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 Degree 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. *****