

2026-2027 Salary Schedule certified teachers, librarians, and nurses (RN)			
Years of Experience <i>(completed)</i>	Base Salary	Full HB2 Allotment	Total Salary
0	\$44,000		\$44,000
1	\$44,730		\$44,730
2	\$45,440		\$45,440
3	\$46,170	\$4,000	\$50,170
4	\$47,690	\$4,000	\$51,690
5	\$49,220	\$8,000	\$57,220
6	\$50,640	\$8,000	\$58,640
7	\$51,980	\$8,000	\$59,980
8	\$53,250	\$8,000	\$61,250
9	\$54,520	\$8,000	\$62,520
10	\$55,710	\$8,000	\$63,710
11	\$56,850	\$8,000	\$64,850
12	\$57,930	\$8,000	\$65,930
13	\$58,930	\$8,000	\$66,930
14	\$59,890	\$8,000	\$67,890
15	\$60,790	\$8,000	\$68,790
16	\$61,650	\$8,000	\$69,650
17	\$62,450	\$8,000	\$70,450
18	\$63,220	\$8,000	\$71,220
19	\$63,940	\$8,000	\$71,940
20	\$64,620	\$8,000	\$72,620
21	\$65,300	\$8,000	\$73,300
22	\$65,980	\$8,000	\$73,980
23	\$66,660	\$8,000	\$74,660
24	\$67,340	\$8,000	\$75,340
25	\$68,020	\$8,000	\$76,020
26	\$68,700	\$8,000	\$76,700
27	\$69,380	\$8,000	\$77,380
28	\$70,060	\$8,000	\$78,060
29	\$70,740	\$8,000	\$78,740
30	\$71,420	\$8,000	\$79,420
31+	\$72,100	\$8,000	\$80,100
Masters Degree	\$1,500		\$1,500

The salaries listed above are based on 10 month employment for the 2025-26 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

Comprehensive Benefit Package
<p>Compensation Enhancements</p> <p>Hybrid Calendar: Provides 11 additional paid days to 10-month employees over a traditional school calendar</p> <p>401(a) Retirement Contribution Matching: 100% match up to 5% of your salary, vested after 5 years</p> <p>Additional Earning Opportunities: Academic, leadership, performing arts, special ed., sponsor, UIL, & athletic stipends</p> <p>Life Insurance: \$50,000 policy paid by the district</p> <p>Health Benefits: \$5,100 annually paid toward employee medical policy, free employee dental and vision</p> <p>Free Pre-K for Staff Kids</p> <p>Comfortable Staff Dress Code</p> <p>Teacher Incentive Allotment Participating District</p> <p>Retention Incentive: additional 401(a) contributions for every 5 years of service: \$500 at 5 years, up to \$3,000 at 30 years.</p>
<p>Professional Development & Advancement Opportunities</p> <p>Reimbursement for Alternative Certification Expenses. Learn how to become a certified teacher. snyderisd.net/getcertified</p> <p>Reimbursement for earning a Master's Degree to become a Diagnostician (up to \$10,000; commitment required).</p> <p>Principal Residency Programs</p>
<p>Ongoing Professional Development & Support</p> <p>Tiered professional development programs based on needs and experience.</p> <p>Mentor Program</p>
<p>Campus Leadership Incentives</p> <p>The district contributes a percentage of salary into a 401(a) account based on campus performance.</p> <p>Fully vested after 5 years of employment and must be employed on the last day of the plan year (8/31) to qualify.</p>
<p>Incentives for Principals</p> <p>"A" Campus with at least "B" in Domain 3: 40% of Principal's base salary.</p> <p>"B" Campus with at least "B" in Domain 3: 30% of Principal's base salary.</p> <p>Campus Distinction: 2.5% of Principal's base salary per distinction.</p>
<p>Incentives for Assistant Principals</p> <p>"A" Campus with at least "B" in Domain 3: 20% of Assistant Principal's base salary.</p> <p>"B" Campus with at least "B" in Domain 3: 15% of Assistant Principal's base salary.</p> <p>Campus Distinction: 2.5% of Principal's base salary per distinction.</p>