

Devine ISD
PROPOSED
2026-2027 New Hire Guide for
Teachers

Years of Experience	New Hire Salary
0-1	\$54,450
2	\$60,200
3	\$60,500
4	\$60,800
5	\$61,100
6	\$65,400
7	\$65,700
8	\$66,000
9	\$66,300
10	\$66,600
11	\$66,900
12	\$67,300
13	\$67,700
14	\$68,200
15	\$68,700
16	\$69,300
17	\$69,900
18	\$70,500
19	\$71,100
20	\$71,700
21	\$72,300
22	\$72,800
23	\$73,200
24	\$73,500
25	\$73,800
26	\$74,100
27	\$74,400
28	\$74,700
29	\$75,000
30+	\$75,400

\$1,000 Master's Degree - General Stipend

The salaries listed above are based on 10-month employment for the 2025-2026 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. Salaries are determined individually with consideration for job-related experience and credentials.