



# United Independent School District

## PROPOSED

### Teacher Base Salary Schedule and Stipend Pay School Year 2026-2027

CRITICAL SHORTAGE AREAS		
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Math (Secondary Level)	\$	2,000
Science (Secondary Level)	\$	2,000
Special Education:		
Self Contained	\$	4,000
Resource	\$	1,400

Years of Creditable Service*	BASE SALARY - BACHELOR'S DEGREE	
0-UNCERT	\$	53,000
0-CERT	\$	53,500
1	\$	53,550
2	\$	53,750
3	\$	55,000
4	\$	55,950
5	\$	59,050
6	\$	59,100
7	\$	59,150
8	\$	60,650
9	\$	61,350
10	\$	62,950
11	\$	63,050
12	\$	63,950
13	\$	64,750
14	\$	65,300
15	\$	65,400
16	\$	65,830
17	\$	66,678
18	\$	67,632
19	\$	68,189
20	\$	68,719
21	\$	69,037
22	\$	69,461
23	\$	69,779
24	\$	70,097
25	\$	70,415
26	\$	70,733
27	\$	71,051
28	\$	71,369
29	\$	71,687
30	\$	72,482

This salary schedule applies to the 2026-27 school year only. Future salaries cannot be predicted from this schedule. New salary schedules are developed each school year. **Salary and stipends are based on a 187 day work schedule.** Employees may be paid more than the amounts shown above due to extended work days workdays. Nurses (RN) are paid based on this schedule with extended workdays. Experience is credited according to the commissioner's rules on creditable service (19 TAC 153.1021).

2026-2027 COMPENSATION PLAN ADJUSTMENTS

	OPTION 1	OPTION 2	OPTION 3
<b>MONTHLY STIPENDS REDUCTION</b>			
	FTE	= Savings	
PRIORITY I & II (CAMPUS/DEPT/STEP/RESIDENTIAL)	1,040	(1,488,500)	
LEADERSHIP (CAMPUS LEADER/PRINCIPAL)	173	(187,000)	
MATH AND SCIENCE STIPEND	356	(178,000)	
RETURNING STIPEND (RIO BRAVO AREA)	126	(63,000)	
OTHER (TECHNOLOGY TRAINER/REASSIGNMENT)	80	(39,000)	
MASTER'S/DOCTORATE DEGREE (NEWLY EARNED)	30	(30,000)	

NO CHANGE FOR OPTION 2 AND 3

\$ (1,985,500)      \$ (1,985,500)      \$ (1,985,500)

<b>"EXTRA DAY" STIPENDS</b>		= x 1 Day	= x 2 Days	= x 3 Days
FACILITATOR/LEAD TEACHER (PATHFINDER/INTERVENTION)	101	(37,698)	(75,396)	(113,094)
ATHLETICS	188	(64,580)	(129,160)	(193,740)
FINE ARTS (BAND/CHOIR/CHEER/DANCE)	74	(37,631)	(75,262)	(112,893)
TEACHERS (CTE)	10	(3,293)	(6,586)	(9,879)
		<b>(143,202)</b>	<b>(286,404)</b>	<b>(429,606)</b>

DIFFERENCE P/DAY (143,202)

<b>CONTRACT DAYS REDUCTION</b>		= x 1 Day	= x 2 Days	= x 3 Days
218 EMPLOYEES	236	(67,879)	(135,758)	(203,637)
226 AND 236 EMPLOYEES	565	(157,314)	(314,628)	(471,942)
240 AND 261 EMPLOYEES	547	(70,547)	(141,094)	(211,641)
		<b>(295,740)</b>	<b>(591,480)</b>	<b>(887,220)</b>

DIFFERENCE P/DAY (295,740)

TOTALS	<u>1721</u>	<u>(2,424,442)</u>	<u>\$ (2,863,384)</u>	<u>\$ (3,302,326)</u>
			\$ (438,942)	\$ (438,942)