

## 2025 - 2026 Teacher Pay Scale

Years Experi	State Base	2023-2024 Salary	2024-2025 Salary	2025-2026 Salary
0	\$33,660.00	\$52,615.68	\$52,616.00	
1	\$34,390.00	\$53,160.36	\$53,160.00	
2	\$35,100.00	\$53,656.08	\$53,656.00	
3	\$35,830.00	\$53,972.28	\$53,972.00	\$57,656.00
4	\$37,350.00	\$54,293.58	\$54,294.00	\$57,972.00
5	\$38,880.00	\$54,932.10	\$54,932.00	\$62,294.00
6	\$40,410.00	\$55,203.42	\$55,203.00	\$62,932.00
7	\$41,830.00	\$55,502.28	\$55,502.00	\$63,203.00
8	\$43,170.00	\$56,100.00	\$56,100.00	\$63,502.00
9	\$44,440.00	\$56,497.80	\$56,498.00	\$64,100.00
10	\$45,630.00	\$57,025.14	\$57,025.00	\$64,498.00
11	\$46,770.00	\$57,593.28	\$57,593.00	\$65,025.00
12	\$47,850.00	\$58,089.00	\$58,089.00	\$65,593.00
13	\$48,850.00	\$58,592.88	\$58,593.00	\$66,089.00
14	\$49,810.00	\$59,149.80	\$59,150.00	\$66,593.00
15	\$50,710.00	\$59,698.56	\$59,699.00	\$67,150.00
16	\$51,570.00	\$60,260.58	\$60,261.00	\$67,699.00
17	\$52,370.00	\$60,750.30	\$60,751.00	\$68,261.00
18	\$53,140.00	\$61,151.04	\$61,151.00	\$68,751.00
19	\$53,860.00	\$61,598.82	\$61,599.00	\$69,151.00
20	\$54,540.00	\$62,111.88	\$62,112.00	\$69,599.00
21	\$54,540.00	\$62,561.70	\$62,562.00	\$70,112.00
22	\$54,540.00	\$63,250.20	\$63,250.00	\$70,562.00
23	\$54,540.00	\$63,949.92	\$63,950.00	\$71,250.00
24	\$54,540.00	\$64,767.96	\$64,768.00	\$71,950.00
25	\$54,540.00	\$65,650.26	\$65,650.00	\$72,768.00

Secondary Math teachers (fully certified and assigned to teach math 7 - 12) will be paid a \$3,500 stipend and Secondary Science Composite teachers (fully certified and assigned to teach secondary science 7 - 12) will be paid a \$2,000 stipend. Stipends are paid for a wide variety of extra/co-curricular activities. (See attached listing) The district provides major medical and a \$30,000 life policy for each full-time employee. The employee may add his/her family or dependents by payroll deduction. Administrator salaries are based on teacher salaries with an index and based on 226 days as opposed to teacher's 187-day contract. Salaries for teachers eligible for TRA = Prior Year Salary + \$4,000 Year 3 & 4. Prior Year Salary + \$8,000 Year 5 & up.

**Fort Hancock ISD is an equal opportunity employer which does not discriminate in hiring practices based on color, race, national origin, religious belief, sex, age or handicaps.**