

# 2025-2026 Hiring Schedule

## Teachers

For the first year of employment in ECISD, teachers are compensated according to their years of creditable experience through the Teacher Retirement System.

The following chart shows the annual compensation for each year of experience and the corresponding daily rate for those on a 187 day contract. For those whose contract is more or less than 187 days, annual compensation is computed by multiplying the daily rate by the number of contract days.

An exception to this rule is when the extra days are contracted for supplemental duties under a dual assignment contract, in which case they are compensated through the Supplemental Compensation Plan.

| Years<br>Experience | Annual<br>Compensation | Daily Rate | Years<br>Experience | Annual<br>Compensation | Daily Rate |
|---------------------|------------------------|------------|---------------------|------------------------|------------|
| 0                   | \$54,000               | \$288.77   | 13                  | \$67,653               | \$361.78   |
| 1                   | \$55,585               | \$297.25   | 14                  | \$68,128               | \$364.32   |
| 2                   | \$55,985               | \$299.39   | 15                  | \$68,627               | \$366.99   |
| 3                   | \$57,525               | \$307.62   | 16                  | \$69,223               | \$370.18   |
| 4                   | \$57,925               | \$309.76   | 17                  | \$69,923               | \$373.92   |
| 5                   | \$62,583               | \$334.67   | 18                  | \$70,863               | \$378.95   |
| 6                   | \$63,321               | \$338.61   | 19                  | \$71,183               | \$380.66   |
| 7                   | \$64,021               | \$342.36   | 20                  | \$71,583               | \$382.80   |
| 8                   | \$64,621               | \$345.57   | 21                  | \$72,003               | \$385.04   |
| 9                   | \$65,016               | \$347.68   | 22                  | \$72,603               | \$388.25   |
| 10                  | \$65,319               | \$349.30   | 23                  | \$73,003               | \$390.39   |
| 11                  | \$65,654               | \$351.09   | 24                  | \$73,453               | \$392.80   |
| 12                  | \$66,676               | \$356.56   | 25+                 | \$73,903               | \$395.20   |

**Those who have a Masters Degree receive an additional \$1,230 stipend.**

**NOTE: This hiring schedule is for those new employees who are not currently under contract with El Campo ISD and is applicable to the 2025-2026 school year only.**