

PALMER ISD 2026-2027 EMPLOYEE COMPENSATION PACKAGE

TRS Health Insurance

Palmer ISD TRS Health Insurance contribution for 2026-2027 will be \$400 per month for all eligible employees.

Life Insurance

Palmer ISD purchases a \$10,000 life insurance policy for all employees.

Dental Insurance

Palmer ISD contributes \$13 towards employee dental coverage.

Recuro Health

Palmer ISD purchases a Telemedicine service for all employees and their dependents.

Hospital Indemnity

Palmer ISD purchases a hospital indemnity policy for all employees.

Employee Pass for Home Athletic Events

Presentation of employee ID badge allows employee admittance to all home athletic events.

Employee Gym

All Palmer ISD employees and their spouses have access to the employee gym for free.

Retention Stipend

All eligible Palmer ISD employees will receive an annual retention stipend paid in November. The 2026-27 stipend amount is \$2,000. Eligible employees are those employees employed on/before September 1, 2026 and still employed as of November 12, 2026. The amount will be pro-rated for employees starting after September 1, 2026.

Longevity Stipend

All Palmer ISD employees receive an annual longevity stipend paid in August if they return to work for Palmer ISD for the new school year. The 2026-27 stipend amount is \$1,000.

Local and State Days

Palmer ISD provides each employee with five local leave days annually. Unused local leave does not accrue from year to year. Employees also receive five state leave days annually, and unused state leave accrues from year to year.

Attendance Incentive

As an attendance incentive, in July Palmer ISD pays as follows:

0 missed days = \$1,000

1 missed day = \$900

2 missed days = \$800

3 missed days = \$700

4 missed days = \$600

5 missed days = \$500

Reimbursement for Leave upon Retirement

Board Policy DEC Local, Payment for Accumulated Leave Upon Retirement

***All compensation items are subject to annual review and approval by Palmer ISD.**

****The Employee Compensation Package is for the 2026-2027 school year only and does not make any representation or promise regarding future years' compensation.**

Palmer ISD
2026-27 Teacher Pay Scale
(PEIMS coded Role ID 087 only)

Completed Yrs of Experience	Total Salary 2026-27
0	\$53,020
1	\$53,880
2	\$54,320
3	\$54,760
4	\$55,200
5	\$57,800
6	\$59,100
7	\$59,500
8	\$59,900
9	\$60,300
10	\$60,700
11	\$61,440
12	\$62,511
13	\$63,581
14	\$64,554
15	\$65,430
16	\$66,404
17	\$67,182
18	\$67,960
19	\$68,638
20	\$69,421
21	\$70,003
22	\$70,303
23	\$70,603
24	\$70,903
25	\$71,203
26	\$71,703
27	\$72,103
28	\$72,403
29	\$72,703
30+	\$73,100

Master's Degree \$1,000

The salaries listed above are based on 10 month employment for the 2026-27 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.

*****All pay rates are calculated on 40 hours per week, unless otherwise stated*****