

Harlandale ISD
2026-2027 New Hire Guide for
Teachers
HB2 - \$60,000 starting

Years of Experience	New Hire Salary
0	\$60,000
1	\$60,525
2	\$60,775
3	\$62,025
4	\$62,235
5	\$65,016
6	\$65,286
7	\$65,606
8	\$65,935
9	\$66,312
10	\$66,739
11	\$67,508
12	\$67,813
13	\$68,365
14	\$69,008
15	\$69,532
16	\$69,760
17	\$69,989
18	\$70,331
19	\$70,674
20	\$71,016
21	\$71,977
22	\$72,323
23	\$72,785
24	\$73,246
25	\$74,033
26	\$74,496
27	\$74,960
28	\$75,423
29	\$75,887
30+	\$76,350

The salaries listed above are based on 10-month employment for the 2026-2027 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.

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