

Teachers, Librarians, and ARD Facilitators Hiring Schedule

2026-2027 Years of Experience	New Hire Salary Bachelor's degree 187 days
CERTIFIED	
0	\$63,500
1	\$63,500
2	\$63,700
3	\$64,250
4	\$64,400
5	\$67,200
6	\$67,800
7	\$68,150
8	\$68,450
9	\$68,750
10	\$69,250
11	\$69,750
12	\$70,050
13	\$70,350
14	\$70,650
15	\$71,070
16	\$71,470
17	\$71,870
18	\$72,270
19	\$72,670
20	\$73,070
21	\$73,470
22	\$73,870
23	\$74,270
24	\$74,670
25	\$75,170
26	\$75,670
27	\$76,170
28	\$76,670
29	\$77,270
30+	\$77,770
UNCERTIFIED	
0	\$61,500

* Creditable years of experience as of
September 1, 2026.

Salaries are developed for one year only. Future
salaries cannot be predicted from this schedule.

Important Notice:

The Teacher Hiring Schedule is exclusively used to determine the starting pay for individuals newly hired by Conroe ISD for the 2026-2027 school year. Current staff who are continuing their employment, transferring campuses, or changing roles will see no change to their salary as a result of this schedule, provided they remain in an eligible assignment.

Master's Degree

The salary scale for teachers with a master's degree is based on the bachelor's degree scale noted here, plus a stipend of \$1,800 per year.

Doctorate Degree

The salary scale for teachers with a doctorate degree (*degree must be in the subject area taught and received from an accredited university*) is based on the bachelor's degree scale noted here, plus a stipend of \$1,800 per year.

Bilingual Certification

The salary scale for teachers with Texas bilingual certification, who are assigned to a bilingual classroom, is based on the bachelor's degree scale noted here, plus a stipend of \$4,500 per year.



CONROE
INDEPENDENT
SCHOOL DISTRICT

06/25/26

The Conroe Independent School District (District) as an equal opportunity educational provider and employer does not discriminate on the basis of race, color, national origin, sex, religion, age, or disability in educational programs or activities that it operates or in employment matters. The District is required by Title VI and Title VII of the Civil Rights Act of 1964, as amended, Title IX of the Education Amendments of 1972, the Age Discrimination Act of 1975, as amended, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act, as well as Board policy not to discriminate in such a manner.

For information about Title IX rights or Section 504/ADA rights, contact the Title IX Coordinator or the Section 504/ADA coordinator at 3205 W. Davis, Conroe, TX 77304; (936) 709-7752.