

# Teachers, Librarians, and ARD Facilitators Hiring Schedule

2025-2026 Years of Experience	New Hire Salary Bachelor's degree 187 days
0	\$63,500
1	\$63,700
2	\$63,850
3	\$64,400
4	\$64,700
5	\$67,800
6	\$68,150
7	\$68,450
8	\$68,750
9	\$69,250
10	\$69,750
11	\$70,050
12	\$70,350
13	\$70,650
14	\$71,070
15	\$71,470
16	\$71,870
17	\$72,270
18	\$72,670
19	\$73,070
20	\$73,470
21	\$73,870
22	\$74,270
23	\$74,670
24	\$75,170
25	\$75,670
26	\$76,170
27	\$76,670
28	\$77,270
29	\$77,770
30+	\$78,270

\* Creditable years of experience as of September 1, 2025.

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

## 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**  
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SCHOOL DISTRICT