



2025-2026 Salary Scale

Years of Experience	Starting Step	HB2 - 89th Texas Legislative Session	Total Base Pay		With Master's (\$2000)	With Doctorate (\$3000)
0	\$54,460	**\$4000**	\$58,460		\$60,460	\$61,460
1	\$54,860	**\$4000**	\$58,860		\$60,860	\$61,860
2	\$55,260	**\$4000**	\$59,260		\$61,260	\$62,260
3	\$55,540	\$4,000	\$59,540		\$61,540	\$62,540
4	\$55,700	\$4,000	\$59,700		\$61,700	\$62,700
5	\$56,260	\$8,000	\$64,260		\$66,260	\$67,260
6	\$56,420	\$8,000	\$64,420		\$66,420	\$67,420
7	\$56,580	\$8,000	\$64,580		\$66,580	\$67,580
8	\$56,820	\$8,000	\$64,820		\$66,820	\$67,820
9	\$57,060	\$8,000	\$65,060		\$67,060	\$68,060
10	\$57,300	\$8,000	\$65,300		\$67,300	\$68,300
11	\$57,700	\$8,000	\$65,700		\$67,700	\$68,700
12	\$58,420	\$8,000	\$66,420		\$68,420	\$69,420
13	\$59,220	\$8,000	\$67,220		\$69,220	\$70,220
14	\$59,620	\$8,000	\$67,620		\$69,620	\$70,620
15	\$60,100	\$8,000	\$68,100		\$70,100	\$71,100
16	\$60,660	\$8,000	\$68,660		\$70,660	\$71,660
17	\$61,380	\$8,000	\$69,380		\$71,380	\$72,380
18	\$62,020	\$8,000	\$70,020		\$72,020	\$73,020
19	\$62,660	\$8,000	\$70,660		\$72,660	\$73,660
20	\$63,140	\$8,000	\$71,140		\$73,140	\$74,140
21	\$63,940	\$8,000	\$71,940		\$73,940	\$74,940
22	\$64,420	\$8,000	\$72,420		\$74,420	\$75,420
23	\$65,140	\$8,000	\$73,140		\$75,140	\$76,140
24	\$65,940	\$8,000	\$73,940		\$75,940	\$76,940
25	\$66,660	\$8,000	\$74,660		\$76,660	\$77,660
26	\$67,380	\$8,000	\$75,380		\$77,380	\$78,380
27	\$68,180	\$8,000	\$76,180		\$78,180	\$79,180
28	\$68,900	\$8,000	\$76,900		\$78,900	\$79,900
29	\$69,700	\$8,000	\$77,700		\$79,700	\$80,700
30	\$70,420	\$8,000	\$78,420		\$80,420	\$81,420

*All KISD employees who enroll in TRS Active Care insurance and pay into TRS retirement are compensated \$375 per month.

**Increased pay at Steps 0-2 not covered under House Bill 2.

This salary plan is for the 2025-2026 school year only. Neither past nor future salaries can be calculated, assumed, or predicted on the basis of this plan. Stipends, in addition to the salaries, are paid in critical areas. Years of experience are subject to service record verification.