

SAN ANTONIO INDEPENDENT SCHOOL DISTRICT
COMPENSATION RESOURCE MANUAL

2026–2027 New Classroom Teacher Pay Schedule				
Years of Experience	Bachelor's Degree 10CR Pay Schedule		Master's Degree 8CR Pay Schedule	
	Annualized Rate (187 Days)	Daily Rate	Annualized Rate (187 Days)	Daily Rate
00	\$60,000	\$320.86	\$62,000	\$331.55
01	\$60,000	\$320.86	\$62,000	\$331.55
02	\$60,152	\$321.67	\$62,152	\$332.36
03	\$61,490	\$328.82	\$63,490	\$339.52
04	\$61,490	\$328.82	\$63,490	\$339.52
05	\$64,513	\$344.99	\$66,513	\$355.68
06	\$64,513	\$344.99	\$66,513	\$355.68
07	\$64,803	\$346.54	\$66,803	\$357.24
08	\$65,093	\$348.09	\$67,093	\$358.79
09	\$65,341	\$349.42	\$67,341	\$360.11
10	\$65,590	\$350.75	\$67,590	\$361.44
11	\$65,912	\$352.47	\$67,912	\$363.16
12	\$66,531	\$355.78	\$68,531	\$366.48
13	\$66,857	\$357.52	\$68,857	\$368.22
14	\$67,183	\$359.26	\$69,183	\$369.96
15	\$67,509	\$361.01	\$69,509	\$371.71
16	\$67,837	\$362.76	\$69,837	\$373.46
17	\$68,165	\$364.52	\$70,165	\$375.22
18	\$68,615	\$366.93	\$70,615	\$377.62
19	\$69,067	\$369.34	\$71,067	\$380.04
20	\$69,519	\$371.76	\$71,519	\$382.46
21	\$69,973	\$374.19	\$71,973	\$384.88
22	\$70,436	\$376.66	\$72,436	\$387.36
23	\$70,899	\$379.14	\$72,899	\$389.83
24	\$71,369	\$381.65	\$73,369	\$392.35
25	\$71,835	\$384.14	\$73,835	\$394.84
26	\$72,296	\$386.61	\$74,296	\$397.31
27	\$72,765	\$389.12	\$74,765	\$399.81
28	\$73,241	\$391.66	\$75,241	\$402.36
29	\$73,549	\$393.31	\$75,549	\$404.01
30	\$73,870	\$395.02	\$75,870	\$405.72

DOI - Uncertified Teachers	
Bachelors	Masters
Year 0 - \$59,900	Year 0 - \$61,900

Notes:

- Years of Experience represents Creditable Years of Service.
- This schedule is aligned with the requirements outlined in Legislative House Bill 2 (HB2) and with all Classroom Teacher roles.

- Neither past nor future salaries can be predicted or calculated from this schedule.
- Classroom Teacher designation is based on an employee being engaged in instructional teaching not less than an average of four hours each day as part of their assigned class schedule.