

**2025-2026 WESTPHALIA ISD STAFF COMPENSATION**

| YEARS OF SERVICE                                                                                                                                          | 25-26 STATE MINIMUM ANNUAL SALARY (UPDATED 25/26) | 25-26 WESTPHALIA ANNUAL SALARY | 25-26 WESTPHALIA AUXILIARY STAFF PAY SCALE |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|--------------------------------|--------------------------------------------|
| YEAR 0                                                                                                                                                    | \$33,960.00)                                      | \$39,030.00)                   | \$23,418.00                                |
| YEAR 1                                                                                                                                                    | \$34,690.00                                       | \$39,765.00)                   | \$23,859.00                                |
| YEAR 2                                                                                                                                                    | \$35,410.00                                       | \$40,485.00)                   | \$24,291.00                                |
| YEAR 3                                                                                                                                                    | \$36,150.00                                       | \$43,220.00)                   | \$25,932.00                                |
| YEAR 4                                                                                                                                                    | \$37,690.00                                       | \$44,755.00)                   | \$26,853.00                                |
| YEAR 5                                                                                                                                                    | \$39,230.00                                       | \$50,805.00)                   | \$30,483.00                                |
| YEAR 6                                                                                                                                                    | \$40,770.00                                       | \$52,350.00)                   | \$31,410.00                                |
| YEAR 7                                                                                                                                                    | \$42,200.00                                       | \$53,785.00)                   | \$32,271.00                                |
| YEAR 8                                                                                                                                                    | \$43,550.00                                       | \$55,140.00)                   | \$33,084.00                                |
| YEAR 9                                                                                                                                                    | \$44,840.00                                       | \$56,420.00)                   | \$33,852.00                                |
| YEAR 10                                                                                                                                                   | \$46,040.00                                       | \$57,625.00)                   | \$34,575.00                                |
| YEAR 11                                                                                                                                                   | \$47,180.00                                       | \$58,775.00)                   | \$35,265.00                                |
| YEAR 12                                                                                                                                                   | \$48,280.00                                       | \$59,865.00)                   | \$35,919.00                                |
| YEAR 13                                                                                                                                                   | \$49,280.00                                       | \$60,875.00)                   | \$36,525.00                                |
| YEAR 14                                                                                                                                                   | \$50,250.00                                       | \$61,845.00)                   | \$37,107.00                                |
| YEAR 15                                                                                                                                                   | \$51,160.00                                       | \$62,755.00)                   | \$37,653.00                                |
| YEAR 16                                                                                                                                                   | \$52,030.00                                       | \$63,625.00)                   | \$38,175.00                                |
| YEAR 17                                                                                                                                                   | \$52,840.00                                       | \$64,430.00)                   | \$38,658.00                                |
| YEAR 18                                                                                                                                                   | \$53,610.00                                       | \$65,210.00)                   | \$39,126.00                                |
| YEAR 19                                                                                                                                                   | \$54,340.00                                       | \$65,935.00)                   | \$39,561.00                                |
| YEAR 20                                                                                                                                                   | \$55,030.00                                       | \$66,625.00)                   | \$39,975.00                                |
| YEAR 21                                                                                                                                                   | \$55,030.00                                       | \$67,125.00)                   | \$40,275.00                                |
| YEAR 22                                                                                                                                                   | \$55,030.00                                       | \$67,625.00)                   | \$40,575.00                                |
| YEAR 23                                                                                                                                                   | \$55,030.00                                       | \$68,125.00)                   | \$40,875.00                                |
| YEAR 24                                                                                                                                                   | \$55,030.00                                       | \$68,625.00)                   | \$41,175.00                                |
| YEAR 25                                                                                                                                                   | \$55,030.00                                       | \$69,125.00)                   | \$41,475.00                                |
| YEAR 26                                                                                                                                                   | \$55,030.00                                       | \$69,625.00)                   | \$41,775.00                                |
| YEAR 27                                                                                                                                                   | \$55,030.00                                       | \$70,125.00)                   | \$42,075.00                                |
| YEAR 28                                                                                                                                                   | \$55,030.00                                       | \$70,625.00)                   | \$42,375.00                                |
| YEAR 29                                                                                                                                                   | \$55,030.00                                       | \$71,125.00)                   | \$42,675.00                                |
| YEAR 30                                                                                                                                                   | \$55,030.00                                       | \$71,625.00)                   | \$42,975.00                                |
| EACH YEAR PAST 30 SALARY WILL BE INCREASED BY \$500.00                                                                                                    |                                                   |                                |                                            |
| THE WESTPHALIA 25-26 SALARY SCALE IS BASED ON BOARD APPROVAL FOR THE 25-26 SCHOOL YEAR ONLY AND INCLUDES HB2 MONEY APPROPRIATED BY 89TH TEXAS LEGISLATURE |                                                   |                                |                                            |
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