



2025-2026

Teacher New Hire Guide

Classroom Teachers with a PEIMS role ID of 087 are only eligible for the Teacher Retention Allotment (TRA)

Creditable Years of Service (CYS)	2025-2026 Daily Rate	Annualized by 187 day assignment	Teacher Retention Allotment (TRA)	2025-2026 Annualized Salary including (TRA)
0	\$328.88	\$61,500	0	\$61,500
1	\$336.68	\$62,960	0	\$62,960
2	\$340.08	\$63,595	0	\$63,595
3	\$341.68	\$63,895	2,500	\$66,395
4	\$343.29	\$64,195	2,500	\$66,695
5	\$344.89	\$64,495	5,000	\$69,495
6	\$346.50	\$64,795	5,000	\$69,795
7	\$348.37	\$65,145	5,000	\$70,145
8	\$350.24	\$65,495	5,000	\$70,495
9	\$356.52	\$66,669	5,000	\$71,669
10	\$358.49	\$67,038	5,000	\$72,038
11	\$360.36	\$67,388	5,000	\$72,388
12	\$361.97	\$67,688	5,000	\$72,688
13	\$363.57	\$67,988	5,000	\$72,988
14	\$365.18	\$68,288	5,000	\$73,288
15	\$366.78	\$68,588	5,000	\$73,588
16	\$374.75	\$70,078	5,000	\$75,078
17	\$376.35	\$70,378	5,000	\$75,378
18	\$378.63	\$70,804	5,000	\$75,804
19	\$380.23	\$71,103	5,000	\$76,103
20	\$381.81	\$71,399	5,000	\$76,399
21	\$383.42	\$71,699	5,000	\$76,699
22	\$385.55	\$72,098	5,000	\$77,098
23	\$387.69	\$72,498	5,000	\$77,498
24	\$389.29	\$72,798	5,000	\$77,798
25+	\$390.90	\$73,098	5,000	\$78,098

The above annual salaries are based on ten (10) months of employment for the 2025-2026 school year. Salary plans are determined annually, and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees. Years of experience is the total creditable years of service (CYS) completed at the end of the 2024-2025 school year. **New teachers to GUSD with 25 or more creditable years of service will start at step 25.**

\$1,300 Master's Degree Stipend

\$2,000 Doctorate Degree Stipend