2026-2027 Teacher Salary Schedule

2026-2027 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)	2026-2027 Daily Rate	Annualized Salary without TRA	Teacher Retention Allotment (TRA)	Annualized Salary with TRA
0*	336.90	63,000	-	63,000
1	342.07	63,967	-	63,967
2	350.00	65,450	-	65,450
3	353.58	66,119	2,500	68,619
4	355.31	66,442	2,500	68,942
5	356.97	66,753	5,000	71,753
6	358.63	67,063	5,000	72,063
7	360.20	67,357	5,000	72,357
8	362.16	67,723	5,000	72,723
9	364.12	68,090	5,000	73,090
10	370.87	69,352	5,000	74,352
11	372.97	69,745	5,000	74,745
12	374.65	70,059	5,000	75,059
13	376.31	70,369	5,000	75,369
14	377.97	70,680	5,000	75,680
15	379.63	70,990	5,000	75,990
16	381.39	71,319	5,000	76,319
17	389.70	72,873	5,000	77,873
18	391.49	73,208	5,000	78,208
19	393.93	73,664	5,000	78,664
20	395.60	73,977	5,000	78,977
21	397.26	74,287	5,000	79,287
22	398.66	74,549	5,000	79,549
23	400.85	74,958	5,000	79,958
24	403.32	75,420	5,000	80,420
25+	405.01	75,736	5,000	80,736

* A Non-Certified Instructor (NCI) will be placed at Step 0 with an annual salary of $62,000, which is $1,000 less than the Step 0 salary for certified teachers.

The above annual salaries are based on ten (10) months of employment for the 2026-2027 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 2025-2026 school year.

New teachers to GISD with 25 or more creditable years of service will start at step 25.

Continuing GISD Teachers above 25+ years of creditable service will receive an increase of $2,946 from their previous school year base salary.

$1,300 Master's Degree Stipend
$2,000 Doctorate Degree Stipend