




2023 - 2024 TEACHER SALARY SCHEDULE Permian Basin Region

Years of Experience	Salary
0	\$62,000
1	\$62,500
2	\$63,000
3	\$63,500
4	\$64,000
5	\$64,500
6	\$65,000
7	\$65,500
8	\$66,000
9	\$66,500
10	\$67,000
11	\$67,500
12	\$68,000
13	\$68,500
14	\$69,000
15	\$69,500
16	\$70,000
17	\$70,500

Years of Experience	Salary
18	\$71,500
19	\$72,500
20	\$73,500
21	\$74,500
22	\$75,500
23	\$76,500
24	\$77,500
25	\$78,000
26	\$78,500
27	\$79,000
28	\$80,000
29	\$81,000
30	\$82,000
31	\$83,000
32	\$84,000
33	\$85,000
34	\$86,000
35	\$87,000

Common additional compensation but not limited to the following:




TEACHER CAREER PATHWAY

Pay Potential

Level 3
IDEA Teacher
\$500 - \$1.5K


Level 4
IDEA Teacher
\$1k- \$3K

Level 5
IDEA Teacher
\$3.3k- \$10K *



APPLICATION APPROVED

Final System designation approved.



Additional Performance and Stipend Pay

opportunities based on annual board-approved plan. **

Salaries are subject to change upon notice.

*Based on teacher placement on TCP, highest amount earned based on master teacher designation for three consecutive years.

**Performance Pay paid the following school year based on nominal duties that lead to previous year results

4/27/2023



2023-24 TEXAS INSTRUCTIONAL STIPEND SUMMARY

The following table outlines the only approved stipends for salaried instructional staff (lead teachers) at IDEA Public Schools. Stipends are awarded to qualified staff members twice per year (November/April), with the exception of the Hybrid Teacher Stipend which is paid monthly. Administrators are not eligible for stipends without the approval of the President and Superintendent. All salaried instructional staff must be actively employed at the time of payout to receive stipend installment.

Stipend Type	Requirement	Specifications	Annual
Hybrid Teacher	Teachers working on hybrid campuses work with students during one additional section during the school day, leaving 30 minutes for planning and 30 minutes for lunch, teach in a core content area that requires detailed daily planning and see a large number of students during the day.		\$ 3,500
Paid Based on Specific Certifications Pulled From the TEA Website			
Bilingual Certification	TEA Certified	Employee have active certification on TEA website on or before October 31st, 2023 for fall semester payout and on or before March 31st, 2024 for spring payout. Certificates expiring before October 31st, 2023 and March 31st, 2024 will not be eligible for their respective payout dates. Certificates that do not meet the timeline requirement may be captured on next stipend payout contingent on active status. Staff starting in role prior to Thanksgiving or March 31st will be considered for prorated stipends for the respective semester. (Generalist or Core-Subject certifications are not considered for subject specific stipends) *Grade Level Clarification: Higher grade level certification will meet the requirement for the lower grade levels if no subject-specific state certification available from the state	\$ 2,000
ESL Certification	TEA Certified		\$ 1,800
English Certified	TEA ELA Certified and English Content/CTE teacher of record per Tyler Munis Title grades 3 - 8*		\$ 3,000
Math Certified	TEA Math Certified and Math Content/CTE teacher of record per Tyler Munis Title in grades 3 - 12*		\$ 3,000
Science Certified	TEA Science Certified and Science Content/CTE teacher of record per Tyler Munis Title in grades 3 - 12*		\$ 3,000
Paid Based on Employee Credentials			
Special Education Teacher	Teaching in a SPED role per Tyler Munis Title in grades PK-12	Must be Special Education or Special Education RISE teacher of record based on Tyler Munis Title before October 31st, 2023 for fall semester payout and on or before March 31st, 2024 for spring payout. Staff starting in role prior to Thanksgiving or March 31st will be considered for prorated stipends for the respective semester. (SPED, RISE Teachers, or Interventionists who support in SPED as identified by the principal, must hold an active SPED certification meeting the guidelines above this document to be eligible for this payout.)	\$ 3,000
Special Education RISE Teacher	Teaching in a RISE role per Tyler Munis Title in grades PK-12		\$ 4,000
Master's Degree	All salaried instructional staff are eligible	Must have completed degree or certification on or before 10/31/23 for Fall payout and 03/31/24 for spring payout. Staff starting in role prior to Thanksgiving or March 31st will be considered for prorated stipends for the respective semester.	\$ 1,000
National Board Certified	All NBC teachers are eligible for \$1,000. Those with active certification from TEA are also eligible for \$3,000 (paid in May) State Designation Bonus to get to \$4,000 total.		Up to \$4,000
Paid Based on Identification By Campus Principal			
Grade Team Leader	Academy 3-5 and College Prep	One employee selected per grade	\$ 2,000
	Academy PK-2	One employee selected per grade	\$ 1,000
Paid Based on Identification By Campus Principal (Discretionary)			
Content Team Leader	College Prep. One content leader per content per school.	Subject areas eligible for Content Team Leader: ELA/Reading, Math, Science, History, CSI, ILS, Electives (minimum of 4 teachers in the group including the leader; those with 3 in scaling schools can earn \$1,000)	\$ 1,500
	Academy. One content leader per content per school.	Subject areas eligible for Content Team Leader: ELA/Reading, Math, Science, Social Studies, CSI, Electives (minimum of 4 teachers in the group including the leader; those with 3 in scaling schools can earn \$750)	\$ 1,000
SPED Team Leader	College Prep	One SPED content leader per College Prep Campus. (May have RISE Team Leader in addition to SPED Team leader contingent on having a minimum of 4 teachers in each group including the leader.)	\$ 2,500
	Academy	One SPED content leader per Academy Campus. (May have RISE Team Leader in addition to SPED Team leader contingent on having a minimum of 4 teachers in each group including the leader.)	\$ 2,000
Direct Instruction Coaches (DI Coach)	Academy Level 1 Coach	Definition of Level 1 Coach: Appointed teachers who demonstrate proficiency in tracking DI data and high performance. Click here to learn more.	\$ 500
	Academy Level 2 Coach	Definition of Level 2 Coach: Appointed level A Coaches who have had at least one successful semester actively in role. Click here to learn more.	\$ 600
	Academy Level 3 Coach	Definition of Level 3: Appointed level B Coaches who have had at least one successful semester actively in role. Click here to learn more.	\$ 700
Teacher Mentor	Academy and College Prep	Teacher Mentor provides coaching support to a single same-content peer teacher, Click here to learn more.	\$ 1,500
Teacher Manager	Academy and College Prep	Performance manager for up to two teachers, Click here to learn more.	\$ 2,000
SIOP Certified	Sheltered Instruction Observation Protocol	Must have completed certification on or before 10/31/23 for Fall payout and 03/31/24 for spring payout. Staff starting in role prior to Thanksgiving or March 31st will be considered for prorated stipends for the respective semester.	\$ 500
UIL Stipend High	College Prep	Grades 9-12 (at least 3 students)/per Academic club	\$ 500
UIL Stipend Middle	College Prep	Grades 6-8 (at least 3 students)/per Academic club	\$ 400
UIL Stipend	Academy	Grades 2-5 (at least 3 students)/per Academic club	\$ 400
UIL Stipend	Academy and College Prep	School UIL Academics Coordinator (1 coordinator per school)	\$ 1,500
Club Sponsor Stipend	Campus discretion up to \$500. Anything in excess of \$500 must be approved by VP/ED		\$ 500
NOTE: Co-Teachers and other hourly employees that serve in an extra duty capacity (Coach, UIL, GTL) MUST have a pay code created to punch in/out while performing these duties, and will be paid their hourly rate in place of the stipend.			

Enterprise Budgeted
Campus Discretionary

* This document has been reviewed and approved by the IDEA Board. Any requests outside the above must be reviewed and approved by the compensation team in the form of an Employee Agreement.