




## 2025 - 2026 TEACHER SALARY SCHEDULE Permian Basin Region

Years of Experience	Salary
0	\$63,500
1	\$64,000
2	\$64,500
3	\$66,500
4	\$67,000
5	\$70,000
6	\$70,500
7	\$71,000
8	\$71,500
9	\$72,000
10	\$72,500
11	\$73,000
12	\$73,500
13	\$74,000
14	\$74,500
15	\$75,000
16	\$75,500
17	\$76,000
18	\$77,000
19	\$78,000

Years of Experience	Salary
20	\$79,000
21	\$80,000
22	\$81,000
23	\$82,000
24	\$83,000
25	\$83,500
26	\$84,000
27	\$84,500
28	\$85,500
29	\$86,500
30	\$87,500
31	\$88,500
32	\$89,500
33	\$90,500
34	\$91,500
35	\$92,500
36	\$93,000
37	\$93,500
38	\$94,000
39	\$94,500
40	\$95,000

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 \***



**TEACHER INCENTIVE ALLOTMENT**

**APPLICATION APPROVED**  
APPROVED TIA DESIGNATION SYSTEM



**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

7/25/2025