




# 2026 - 2027 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

5/1/2026