




2026 - 2027 TEACHER SALARY SCHEDULE San Antonio Region

Years of Experience	Salary
0	\$59,500
1	\$59,800
2	\$60,100
3	\$61,900
4	\$62,200
5	\$65,000
6	\$65,820
7	\$66,170
8	\$66,520
9	\$66,870
10	\$67,220
11	\$67,570
12	\$67,920
13	\$68,270
14	\$68,620
15	\$68,970
16	\$69,320
17	\$69,670
18	\$70,100
19	\$70,600

Years of Experience	Salary
20	\$71,600
21	\$72,100
22	\$72,600
23	\$73,100
24	\$73,600
25	\$74,100
26	\$74,600
27	\$75,100
28	\$75,600
29	\$76,100
30	\$76,600
31	\$77,100
32	\$77,600
33	\$78,100
34	\$78,600
35	\$79,100
36	\$79,500
37	\$80,000
38	\$80,500
39	\$81,000
40	\$81,500

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