

El Paso ISD
2018-19 New Hire Guide and Salary Range
Teachers and Librarians

\$48,300 starting

Years of Experience	New Hire Salary
0	\$48,300
1	\$48,300
2	\$48,450
3	\$48,600
4	\$48,750
5	\$48,900
6	\$49,245
7	\$49,753
8	\$50,261
9	\$50,770
10	\$51,279
11	\$51,788
12	\$52,297
13	\$52,805
14	\$53,313
15	\$53,822
16	\$54,331
17	\$54,840
18	\$55,348
19	\$55,857
20	\$56,363
21	\$56,872
22	\$57,381
23	\$57,890
24	\$58,399
25	\$58,907
26	\$59,415
27	\$59,924
28	\$60,433
29	\$60,942
30+	\$61,451

\$1,000 General Master's Degree Stipend

The salaries listed above are based on 10-month employment for the 2018-19 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

Notes:

1. An employee on this schedule who has obtained a master degree will be eligible to receive the \$1,000 master degree stipend. An employee who has obtained a doctoral degree (or equivalent) will be eligible to receive the \$1,000 master degree stipend plus the \$1,000 doctoral degree stipend.
2. At hiring, retired teachers will be limited to no more than step 20 on the TBA schedule based on experience.
3. Salaries are rounded rounded to the nearest dollar.

The El Paso Independent School District does not discriminate in its educational programs or employment practices on the basis of race, color, age, sex, religion, national origin, marital status, citizenship, military status, disability, genetic information, gender stereotyping and perceived sexuality, or on any other basis prohibited by law. Inquiries concerning the application of Titles VI, VII, IX, and Section 504 may be referred to the District compliance officer, Patricia Cortez, at 230-2033; Section 504 inquiries regarding students may be referred to Kelly Ball at 230-2856

El Distrito Escolar Independiente de El Paso no discrimina en los programas de educación o en prácticas de empleo usando el criterio de raza, color, edad, sexo, religión, origen nacional, estado civil, ciudadanía, estado militar, discapacidad, información genética, estereotipo sexual o sexualidad percibida, u otra práctica prohibida por la ley. Preguntas acerca de la aplicación del título VI, VII o IX, y la Sección 504 pueden ser referidas al oficial del distrito, Patricia Cortez al 230-2033; preguntas sobre 504 tocante a estudiantes pueden ser referidas a Kelly Ball al 230-2856

**EL PASO INDEPENDENT SCHOOL DISTRICT
2018-2019 PAY STRUCTURES CONTINUING
TEACHERS AND LIBRARIANS**

Years Exp	TBA	TBA L2	TBA L3	TMA	TMA L2	TMA L3
0	\$48,300			\$49,300		
1	\$48,300			\$49,300		
2	\$48,450			\$49,450		
3	\$48,600			\$49,600		
4	\$48,750			\$49,750		
5	\$48,900			\$49,900		
6	\$49,245			\$50,245		
7	\$49,753			\$50,753		
8	\$50,261			\$51,261		
9	\$50,770			\$51,770		
10	\$51,279			\$52,279		
11	\$51,788			\$52,788		
12	\$52,297			\$53,297		
13	\$52,805			\$53,805		
14	\$53,313			\$54,313		
15	\$53,822			\$54,822		
16	\$54,331			\$55,331		
17	\$54,840			\$55,840		
18	\$55,348			\$56,348		
19	\$55,857			\$56,857		
20	\$56,363			\$57,363		
21	\$56,872			\$57,872		
22	\$57,381			\$58,381		
23	\$57,890			\$58,890		
24	\$58,399			\$59,399		
25	\$58,907			\$59,907	\$61,907	
26	\$59,415	\$61,415		\$60,415	\$62,415	
27	\$59,924	\$61,924	\$63,424	\$60,924	\$62,924	
28	\$60,433	\$62,433	\$63,933	\$61,433	\$63,433	
29	\$60,942	\$62,942	\$64,442	\$61,942	\$63,942	\$65,442
30+	\$61,451	\$63,451	\$64,951	\$62,451	\$64,451	\$65,951

Notes:

- Teachers with a bachelor degree are placed on the TBA schedule. Teachers with a bachelor degree who were on Career Ladder Level 2 with the District are placed on TBA L2. Teachers with a bachelor degree who were on Career Ladder Level 3 with the district are placed on TBA L3.
- Teachers with a master degree are placed on the TMA schedule. Teachers with a master degree who were on Career Ladder Level 2 with the District are placed on TMA L2. Teachers with a master degree who were on Career Ladder Level 3 with the District are placed on TMA L3.
- Teachers with a doctoral degree on the TMA schedule will be paid an additional \$1,000 stipend above the TMA schedule.
- An employee on the TBA schedule who has obtained a doctoral degree (or equivalent) will be eligible to receive the \$1,000 master degree stipend plus the \$1,000 doctoral degree stipend.
- Salaries are rounded to the nearest dollar.

The El Paso Independent School District does not discriminate in its educational programs or employment practices on the basis of race, color, age, sex, religion, national origin, marital status, citizenship, military status, disability, genetic information, gender stereotyping and perceived sexuality, or on any other basis prohibited by law. Inquiries concerning the application of Titles VI, VII, IX, and Section 504 may be referred to the District compliance officer, Patricia Cortez, at 230-2033; Section 504 inquiries regarding students may be referred to Kelly Ball at 230-2856

El Distrito Escolar Independiente de El Paso no discrimina en los programas de educación o en prácticas de empleo usando el criterio de raza, color, edad, sexo, religión, origen nacional, estado civil, ciudadanía, estado militar, discapacidad, información genética, estereotipo sexual o sexualidad percibida, u otra práctica prohibida por la ley. Preguntas acerca de la aplicación del título VI, VII o IX, y la Sección 504 pueden ser referidas al oficial del distrito, Patricia Cortez al 230-2033; preguntas sobre 504 tocante a estudiantes pueden ser referidas a Kelly Ball al 230-2856

Revision Approved by the Board of Trustees, June 21, 2018.