

**El Paso ISD
2019-2020 New Hire Guide for
Teachers and Librarians
\$50,556 starting**

Years of Experience	New Hire Salary
0	\$50,556
1	\$50,715
2	\$50,873
3	\$51,030
4	\$51,188
5	\$51,345
6	\$51,887
7	\$52,421
8	\$52,954
9	\$53,489
10	\$54,023
11	\$54,557
12	\$55,092
13	\$55,625
14	\$56,159
15	\$56,693
16	\$57,228
17	\$57,762
18	\$58,295
19	\$58,830
20	\$59,361
21	\$59,896
22	\$60,430
23	\$60,965
24	\$61,499
25	\$62,032
26	\$62,566
27	\$63,100
28	\$63,635
29	\$64,169
30	\$64,704

The salaries listed above are based on 10-month employment for the 2019-2020 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.

\$1,000 General Master's Degree Stipend

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 Executive Director of Employee Relations, Patricia Cortez, at 230-2033; Section 504 inquiries regarding students may be referred to Verna Ball at 230-2829.

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 Verna Ball al 230-2829.

Approved by Board of Trustees June 18, 2019

NEITHER PAST OR FUTURE COMPENSATION CAN BE CALCULATED OR PREDICTED FROM THIS PAY SCHEDULE

**El Paso ISD
2019-2020 Salary Range for
Teachers and Librarians
\$50,556 starting**

Hiring Salary Range	
10-Month Hiring Range Minimum:	\$50,556

The salaries listed above are based on 10-month employment for the 2019-2020 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.

Salaries are determined individually with consideration for job-related experience and credentials.

\$1,000 General Master's Degree Stipend

**EL PASO INDEPENDENT SCHOOL DISTRICT
2019-2020 PAY STRUCTURES
CONTINUING TEACHERS AND LIBRARIANS**

Years Exp	TBAM	TBAM L2	TBAM L3	TMAM	TMAM L2	TMAM L3
0	\$50,556			\$51,556		
1	\$50,715			\$51,715		
2	\$50,873			\$51,873		
3	\$51,030			\$52,030		
4	\$51,188			\$52,188		
5	\$51,345			\$52,345		
6	\$51,887			\$52,887		
7	\$52,421			\$53,421		
8	\$52,954			\$53,954		
9	\$53,489			\$54,489		
10	\$54,023			\$55,023		
11	\$54,557			\$55,557		
12	\$55,092			\$56,092		
13	\$55,625			\$56,625		
14	\$56,159			\$57,159		
15	\$56,693			\$57,693		
16	\$57,228			\$58,228		
17	\$57,762			\$58,762		
18	\$58,295			\$59,295		
19	\$58,830			\$59,830		
20	\$59,361			\$60,361		
21	\$59,896			\$60,896		
22	\$60,430			\$61,430		
23	\$60,965			\$61,965		
24	\$61,499			\$62,499		
25	\$62,032			\$63,032	\$65,032	
26	\$62,566	\$64,566		\$63,566	\$65,566	
27	\$63,100	\$65,100	\$66,600	\$64,100	\$66,100	
28	\$63,635	\$65,635	\$67,135	\$64,635	\$66,635	
29	\$64,169	\$66,169	\$67,669	\$65,169	\$67,169	\$68,669
30	\$64,704	\$66,704	\$68,204	\$65,704	\$67,704	\$69,204

Notes:

1. Teachers with a bachelor degree are placed on the TBAM schedule. Teachers with a bachelor degree who were on Career Ladder Level 2 with the District are placed on TBAM L2. Teachers with a bachelor degree who were on Career Ladder Level 3 with the district are placed on TBAM L3.
2. Teachers with a master degree are placed on the TMAM schedule. Teachers with a master degree who were on Career Ladder Level 2 with the District are placed on TMAM L2. Teachers with a master degree who were on Career Ladder Level 3 with the District are placed on TMAM L3.
3. Teachers with a doctoral degree on the TMAM schedule will be paid an additional \$1,000 stipend above the TMAM schedule.
4. An employee on the TBAM 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.
5. Salaries are rounded to the nearest dollar.

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