

**2023-2024 New-Hire Salary Schedule
Teacher/Nurse/Librarian (186 days)**

Years of Experience	Bachelor's Degree	Master's Degree
0	60,000.00	62,000.00
1	60,350.00	62,350.00
2	60,700.00	62,700.00
3	61,050.00	63,050.00
4	61,400.00	63,400.00
5	61,750.00	63,750.00
6	62,100.00	64,100.00
7	62,450.00	64,450.00
8	62,800.00	64,800.00
9	63,150.00	65,150.00
10	63,500.00	65,500.00
11	63,850.00	65,850.00
12	64,200.00	66,200.00
13	64,550.00	66,550.00
14	64,900.00	66,900.00
15	65,250.00	67,250.00
16	65,600.00	67,600.00
17	65,950.00	67,950.00
18	66,300.00	68,300.00
19	66,650.00	68,650.00
20	67,000.00	69,000.00
21	67,350.00	69,350.00
22	67,700.00	69,700.00
23	68,050.00	70,050.00
24	68,400.00	70,400.00
25	68,750.00	70,750.00
26	69,100.00	71,100.00
27	69,450.00	71,450.00
28	69,800.00	71,800.00
29	70,150.00	72,150.00
30+	70,500.00	72,500.00

Years of experience and compensation are subject to service record verification and approval by HR. All new hires must provide service records to HR within 60 calendar days to avoid salary adjustment.

This hire-in schedule is not intended as and may not be used to determine salary levels for existing staff or be used to compute future earnings. Pay increases are based on any annual pay raise approved by the Board of Trustees and salary advancement is not guaranteed. Salaries are determined individually with consideration for job-related experience and credentials. Employees hired after the first duty day of their schedule will receive an annual salary prorated to the first day of work.

New Hire & Retention Stipend: \$1,000

New and existing employees hired on or before September 1, 2023 and must remain employed on the date the stipend is paid.

Additional Stipends

Bilingual Certified <i>For individuals working in a role classified as a bilingual position.</i>	\$5,000
Behavior Instructional Specialist	\$3,700
Deaf Education Teacher	\$3,000
Special Education Teacher	\$2,000
Special Education Structured Teacher	\$3,500
Advanced Degree Compensation Doctorate Degree <i>Newly hired teachers and campus administrators holding a doctoral degree related to education from an accredited college or university will receive this differential to be included in their initial daily rate. Employees with multiple degrees are only eligible to receive one advanced degree differential.</i>	\$500

Employee Health Benefits

The district contributes \$330/month toward the cost of health benefit premiums for all eligible employees.

<https://www.pisd.edu/benefits>

