



# United Independent School District

## Teacher Base Salary Schedule and Stipend Pay

### School Year 2020-2021

#### ADDITIONAL STIPEND PAY

Master's Degree	\$	1,000
Doctorate Degree	\$	2,000
Career Ladder II	\$	1,825
Career Ladder III	\$	3,650

#### CRITICAL SHORTAGE AREAS

Math (Secondary Level)	\$	2,500
Science (Secondary Level)	\$	2,500
Special Education:		
Self Contained	\$	4,000
Elem. Resource	\$	700
Secondary Res.	\$	900

#### PRIORITY STIPEND

Professional Assignment	\$	3,500
<b>Campuses:</b>		
Lyndon B. Johnson High	Juarez-Lincoln Elem	
Salvador Garcia Middle	Kennedy-Zapata Elem	
Lamar Bruni Vergara Middle		

#### PRIORITY II STIPEND

Professional Assignment	\$	2,250
<b>Campuses:</b>		
Los Obispos Middle	Raul Perales Middle	
Arndt Elem	Perez Elem	
Centeno Elem	Prada Elem	
Freedom Elem	Roosevelt Elem	
	Veterans Memorial Elem	

#### S.T.E.P. STIPEND

Teaching Assignment	\$	5,000
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Years of Creditable Service	BASE SALARY - BACHELOR'S DEGREE	
0	\$	50,200
1	\$	50,200
2	\$	51,800
3	\$	52,500
4	\$	54,100
5	\$	54,200
6	\$	55,100
7	\$	55,900
8	\$	56,450
9	\$	56,550
10	\$	56,980
11	\$	57,828
12	\$	58,782
13	\$	59,339
14	\$	59,869
15	\$	60,187
16	\$	60,611
17	\$	60,929
18	\$	61,247
19	\$	61,565
20	\$	61,883
21	\$	62,201
22	\$	62,519
23	\$	62,837
24	\$	63,632
25	\$	64,268
26	\$	64,798
27	\$	65,646
28	\$	66,409
29	\$	67,257
30	\$	68,159

This salary schedule applies to the 2020-21 school year only. Future salaries cannot be predicted from this schedule. New salary schedules are developed each school year. Salary and stipends are based on a 187 day work schedule. Employees may be paid more than the amounts shown above due to extended workdays. Nurses (RN) are paid based on this schedule with extended workdays.

*Board Approved July 1, 2020*



# United Independent School District

## Teacher Base Salary Schedule and Stipend Pay

### School Year 2019-2020

#### ADDITIONAL STIPEND PAY

Master's Degree	\$	1,000
Doctorate Degree	\$	2,000
Career Ladder II	\$	1,825
Career Ladder III	\$	3,650

#### CRITICAL SHORTAGE AREAS

Math (Secondary Level)	\$	2,500
Science (Secondary Level)	\$	2,500
Special Education:		
Self Contained	\$	4,000
Elem. Resource	\$	700
Secondary Res.	\$	900

#### PRIORITY STIPEND

Professional Assignment	\$	3,500
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#### Campuses:

Lyndon B. Johnson High	Juarez-Lincoln Elem
Salvador Garcia Middle	Kennedy-Zapata Elem
Lamar Bruni Vergara Middle	

#### PRIORITY II STIPEND

Professional Assignment	\$	2,250
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#### Campuses:

Los Obispos Middle	Raul Perales Middle
Arndt Elem	Perez Elem
Centeno Elem	Prada Elem
Freedom Elem	Roosevelt Elem
	Veterans Memorial Elem

Years of Creditable Service	BASE SALARY - BACHELOR'S DEGREE
0	\$ 50,200
1	\$ 51,800
2	\$ 52,500
3	\$ 54,100
4	\$ 54,200
5	\$ 55,100
6	\$ 55,900
7	\$ 56,450
8	\$ 56,550
9	\$ 56,980
10	\$ 57,828
11	\$ 58,782
12	\$ 59,339
13	\$ 59,869
14	\$ 60,187
15	\$ 60,611
16	\$ 60,929
17	\$ 61,247
18	\$ 61,565
19	\$ 61,883
20	\$ 62,201
21	\$ 62,519
22	\$ 62,837
23	\$ 63,632
24	\$ 64,268
25	\$ 64,798
26	\$ 65,646
27	\$ 66,409
28	\$ 67,257
29	\$ 68,159
30	\$ 69,637

This salary schedule applies to the 2019-20 school year only. Future salaries cannot be predicted from this schedule. New salary schedules are developed each school year. Salary and stipends are based on a 187 day work schedule. Employees may be paid more than the amounts shown above due to extended workdays. Nurses (RN) are paid based on this schedule with extended workdays.

Board Approved July 11, 2019



# United Independent School District

## Teacher Base Salary Schedule and Stipend Pay

### School Year 2018-2019

#### ADDITIONAL STIPEND PAY

Master's Degree	\$	1,000
Doctorate Degree	\$	2,000
Career Ladder II	\$	1,825
Career Ladder III	\$	3,650

#### CRITICAL SHORTAGE AREAS

Math (Secondary Level)	\$	2,500
Science (Secondary Level)	\$	2,500
Special Education:		
Self Contained	\$	4,000
Elem. Resource	\$	700
Secondary Res.	\$	900

#### PRIORITY STIPEND

Professional Assignment	\$	3,500
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#### Campuses:

Lyndon B. Johnson High  
 Salvador Garcia Middle  
 Lamar Bruni Vergara Middle  
 Juarez-Lincoln Elementary  
 Kennedy-Zapata Elementary

#### PRIORITY II STIPEND

Professional Assignment	\$	2,250
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#### Campuses:

Los Obispos Middle	Raul Perales Middle
Arndt Elementary	Perez Elementary
Centeno Elementary	Prada Elementary
Freedom Elementary	Roosevelt Elementary
	Veterans Memorial Elementary

Years of Creditable Service	BASE SALARY - BACHELOR'S DEGREE	
0	\$	49,000
1	\$	49,700
2	\$	51,300
3	\$	51,400
4	\$	52,300
5	\$	52,800
6	\$	53,350
7	\$	53,450
8	\$	53,880
9	\$	54,728
10	\$	55,682
11	\$	56,239
12	\$	56,769
13	\$	57,087
14	\$	57,511
15	\$	57,829
16	\$	58,147
17	\$	58,465
18	\$	58,783
19	\$	59,101
20	\$	59,419
21	\$	59,737
22	\$	60,532
23	\$	61,168
24	\$	61,698
25	\$	62,546
26	\$	63,309
27	\$	64,157
28	\$	65,059
29	\$	66,537
30	\$	67,703
31	\$	68,657
32	\$	69,187
33	\$	69,505
34	\$	70,125

Board Approved May 15, 2018

This salary schedule applies to the 2018-19 school year only. Future salaries cannot be predicted from this schedule. New salary schedules are developed each school year. Salary and stipends are based on a 187 day work schedule. Employees may be paid more than the amounts shown above due to extended workdays. Nurses (RN) are paid based on this schedule with extended workdays.



# United Independent School District

## Teacher Base Salary Schedule and Stipend Pay

### School Year 2017-2018

#### ADDITIONAL STIPEND PAY

Master's Degree	\$	1,000
Doctorate Degree	\$	2,000
Career Ladder II	\$	1,825
Career Ladder III	\$	3,650

#### CRITICAL SHORTAGE AREAS

Math (Secondary Level)	\$	2,500
Science (Secondary Level)	\$	2,500
Special Education:		
Self Contained	\$	4,000
Elem. Resource	\$	700
Secondary Res.	\$	900
Bilingual: (based on no. of students)		
Range from \$300 to \$1,100		

#### PRIORITY STIPEND

Professional Assignment	\$	3,500
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#### Campuses:

Lyndon B. Johnson High  
 Salvador Garcia Middle  
 Lamar Bruni Vergara Middle  
 Juarez-Lincoln Elementary  
 Kennedy-Zapata Elementary

#### PRIORITY II STIPEND

Professional Assignment	\$	2,250
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#### Campuses:

Los Obispos Middle	Arndt Elementary
Centeno Elementary	Freedom Elementary
Perez Elementary	Prada Elementary
Roosevelt Elementary	Veterans Memorial Elementary

Years of Creditable Service	BASE SALARY - BACHELOR'S DEGREE
0	\$ 48,500
1	50,100
2	50,200
3	51,100
4	51,600
5	52,150
6	52,250
7	52,680
8	53,528
9	54,482
10	55,039
11	55,569
12	55,887
13	56,311
14	56,629
15	56,947
16	57,265
17	57,583
18	57,901
19	58,219
20	58,537
21	59,332
22	59,968
23	60,498
24	61,346
25	62,109
26	62,957
27	63,859
28	65,337
29	66,503
30	67,457
31	67,987
32	68,305
33	68,925
34	69,624
35	70,398

Board Approved July 11, 2017

This salary schedule applies to the 2017-18 school year only. Future salaries cannot be predicted from this schedule. New salary schedules are developed each school year. Salary and stipends are based on a 187 day work schedule. Employees may be paid more than the amounts shown above due to extended workdays. Nurses (RN) are paid based on this schedule with extended workdays.



# United Independent School District

## Teacher Base Salary Schedule and Stipend Pay

### School Year 2016-2017

#### ADDITIONAL STIPEND PAY

Master's Degree	\$	1,000
Doctorate Degree	\$	2,000
Career Ladder II	\$	1,825
Career Ladder III	\$	3,650

#### CRITICAL SHORTAGE AREAS

Math (Secondary Level)	\$	2,500
Science (Secondary Level)	\$	2,500
Special Education:		
Self Contained	\$	4,000
Elem. Resource	\$	700
Secondary Res.	\$	900
Bilingual: (based on no. of students)		
Range from \$300 to \$1,100		

#### PRIORITY STIPEND

Professional Assignment	\$	3,500
Campuses:		
Lyndon B. Johnson High		
Salvador Garcia Middle		
Lamar Bruni Vergara Middle		
Juárez-Lincoln Elementary		
Kennedy-Zapata Elementary		

#### PRIORITY II STIPEND

Professional Assignment	\$	2,250
Campuses:		
Los Obispos Middle	Arndt Elementary	
Centeno Elementary	Perez Elementary	
Prada Elementary	Roosevelt Elementary	
Veterans Memorial Elementary		

Years of Creditable Service	BASE SALARY - BACHELOR'S DEGREE	
0	\$	47,500
1		47,500
2		48,500
3		49,000
4		49,550
5		49,650
6		50,080
7		50,928
8		51,882
9		52,439
10		52,969
11		53,287
12		53,711
13		54,029
14		54,347
15		54,665
16		54,983
17		55,301
18		55,619
19		55,937
20		56,732
21		57,368
22		57,898
23		58,746
24		59,509
25		60,357
26		61,259
27		62,737
28		63,903
29		64,857
30		65,387
31		65,705
32 +		66,325

Board Approved July 20, 2016

This salary schedule applies to the 2016-17 school year only. Future salaries cannot be predicted from this schedule. New salary schedules are developed each school year. Salary and stipends are based on a 187 day work schedule. Employees may be paid more than the amounts shown above due to extended workdays. Nurses (RN) are paid based on this schedule with extended workdays.



# United Independent School District

## Teacher Base Salary Schedule and Stipend Pay

### School Year 2015-2016

ADDITIONAL STIPEND PAY		
Master's Degree	\$	1,000
Doctorate Degree	\$	2,000
Career Ladder II	\$	1,825
Career Ladder III	\$	3,650

CRITICAL SHORTAGE AREAS		
Math (Secondary Level)	\$	2,500
Science (Secondary Level)	\$	2,500
Special Education:		
Self Contained	\$	4,000
Elem. Resource	\$	700
Secondary Res.	\$	900
Bilingual: (based on no. of students)		
Range from \$300 to \$1,100		

PRIORITY STIPEND		
Professional Assignment	\$	3,500
Campuses:		
Lyndon B. Johnson High		
S. Garcia Middle		
Lamar Bruni Vergara Middle		
Juarez-Lincoln Elementary		
Kennedy-Zapata Elementary		

PRIORITY II STIPEND		
Professional Assignment	\$	2,250
Campuses:		
Los Obispos Middle	Arndt Elementary	
Centeno Elementary	Perez Elementary	
Prada Elementary	Roosevelt Elementary	
Veterans Memorial Elementary		

Years of Creditable Service	BASE SALARY - BACHELOR'S DEGREE
0	\$ 47,500
1	48,500
2	49,000
3	49,550
4	49,650
5	50,080
6	50,928
7	51,882
8	52,439
9	52,969
10	53,287
11	53,711
12	54,029
13	54,347
14	54,665
15	54,983
16	55,301
17	55,619
18	55,937
19	56,732
20	57,368
21	57,898
22	58,746
23	59,509
24	60,357
25	61,259
26	62,737
27	63,903
28	64,857
29	65,387
30	65,705
31	66,325
32 +	67,024

Board Approved June 29, 2015

This salary schedule applies to the 2015-16 school year only. Future salaries cannot be predicted from this schedule. New salary schedules are developed each school year. Salary and stipends are based on a 187 day work schedule. Employees may be paid more than the amounts shown above due to extended workdays. Nurses (RN) are paid based on this schedule with extended workdays.



# United Independent School District

## Teacher Base Salary Schedule and Stipend Pay

### School Year 2014-2015

#### ADDITIONAL STIPEND PAY

Master's Degree	\$	1,000
Doctorate Degree	\$	2,000
Career Ladder II	\$	1,825
Career Ladder III	\$	3,650

#### CRITICAL SHORTAGE AREAS

Math (Secondary Level)	\$	2,500
Science (Secondary Level)	\$	2,500
Special Education:		
Self Contained	\$	4,000
Elem. Resource	\$	700
Secondary Res.	\$	900
Bilingual: (based on no. of students)		
Range from \$300 to \$1,100		
ESL (Secondary Level)	\$	1,000

#### PRIORITY STIPEND

Professional Assignment	\$	3,500
<b>Campuses:</b>		
Lyndon B. Johnson High		
S. Garcia Middle		
Lamar Bruni Vergara Middle		
Juarez-Lincoln Elementary		
Kennedy-Zapata Elementary		

#### PRIORITY II STIPEND

Professional Assignment	\$	2,250
<b>Campuses:</b>		
Los Obispos Middle	Centeno Elementary	
Perez Elementary	Prada Elementary	
Arndt Elementary	Roosevelt Elementary	

Years of Creditable Service	BASE SALARY - BACHELOR'S DEGREE	
0	\$	46,500
1		47,000
2		47,550
3		47,650
4		48,080
5		48,928
6		49,882
7		50,439
8		50,969
9		51,287
10		51,711
11		52,029
12		52,347
13		52,665
14		52,983
15		53,301
16		53,619
17		53,937
18		54,732
19		55,368
20		55,898
21		56,746
22		57,509
23		58,357
24		59,259
25		60,737
26		61,903
27		62,857
28		63,387
29		63,705
30		64,325
31		65,024
32 +		65,798

Board Approved June 17, 2014

This salary schedule applies to the 2014-15 school year only. Future salaries cannot be predicted from this schedule. New salary schedules are developed each school year. Salary and stipends are based on a 187 day work schedule. Employees may be paid more than the amounts shown above due to extended workdays. Nurses (RN) are paid based on this schedule with extended workdays.



# United Independent School District

## Teacher Base Salary Schedule and Stipend Pay

### School Year 2013-2014

#### ADDITIONAL STIPEND PAY

Master's Degree	\$	1,000
Doctorate Degree	\$	2,000
Career Ladder II	\$	1,825
Career Ladder III	\$	3,650

#### CRITICAL SHORTAGE AREAS

Math (Secondary Level)	\$	2,500
Science (Secondary Level)	\$	2,500
Special Education:		
Self Contained	\$	4,000
Elem. Resource	\$	700
Secondary Res.	\$	900
Bilingual: (based on no. of students)		
Range from \$300 to \$1,100		
ESL (Secondary Level)	\$	1,000

#### PRIORITY STIPEND

Professional Assignment	\$	3,500
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#### Campuses:

Lyndon B. Johnson High  
 S. Garcia Middle  
 Lamar Bruni Vergara Middle  
 Juarez-Lincoln Elementary  
 Kennedy-Zapata Elementary

#### PRIORITY II STIPEND

Professional Assignment	\$	2,250
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#### Campuses:

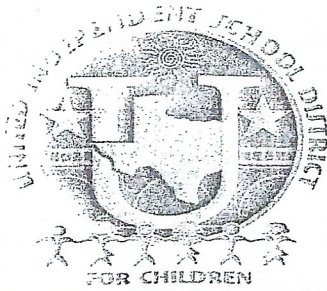
Los Obispos Middle      Centeno Elementary  
 Perez Elementary      Prada Elementary  
 Arndt Elementary      Roosevelt Elementary

Years of Creditable Service	BASE SALARY - BACHELOR'S DEGREE
0	\$ 44,500
1	45,050
2	45,050
3	45,580
4	46,428
5	47,382
6	47,939
7	48,469
8	48,787
9	49,211
10	49,529
11	49,847
12	50,165
13	50,483
14	50,801
15	51,119
16	51,437
17	52,232
18	52,868
19	53,398
20	54,246
21	55,009
22	55,857
23	56,759
24	58,237
25	59,403
26	60,357
27	60,887
28	61,205
29	61,825
30	62,524
31	63,298
32 +	63,913

Board Approved July 31, 2013

This salary schedule applies to the 2013-14 school year only. Future salaries cannot be predicted from this schedule. New salary schedules are developed each school year. Salary and stipends are based on a 187 day work schedule. Employees may be paid more than the amounts shown above due to extended workdays. Nurses (RN) are paid based on this schedule with extended workdays.





# United Independent School District

## Teacher Base Salary Schedule and Stipend Pay

### School Year 2012-2013

#### ADDITIONAL STIPEND PAY

Master's Degree	\$ 1,000
Doctorate Degree	\$ 2,000
Career Ladder II	\$ 1,825
Career Ladder III	\$ 3,650

#### CRITICAL SHORTAGE AREAS

Math (Secondary Level)	\$ 2,000
Science (Secondary Level)	\$ 2,000
Special Education:	
Self Contained	\$ 4,000
Elem. Resource	\$ 500
Secondary Res.	\$ 700
Bilingual: (based on no. of students)	
Range from \$200 to \$1,000	
ESL (Secondary Level)	\$ 800

#### PRIORITY STIPEND

Professional Assignment	\$ 3,500
Campuses:	
Lyndon B. Johnson High	
S. Garcia Middle	
Lamar Bruni Vergara Middle	
Juarez-Lincoln Elementary	
Kennedy-Zapata Elementary	

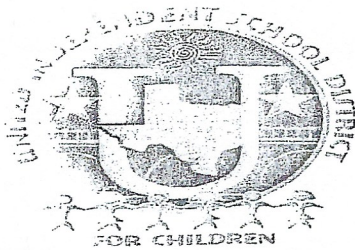
#### PRIORITY II STIPEND

Professional Assignment	\$ 2,250
Campuses:	
Los Obispos Middle	Centeno Elementary
Perez Elementary	Prada Elementary
Arndt Elementary	Roosevelt Elementary

Years of Creditable Service	BASE SALARY - BACHELOR'S DEGREE
0	\$ 42,500
1	42,500
2	43,000
3	43,800
4	44,700
5	45,225
6	45,725
7	46,025
8	46,425
9	46,725
10	47,025
11	47,325
12	47,625
13	47,925
14	48,225
15	48,525
16	49,275
17	49,875
18	50,375
19	51,175
20	51,895
21	52,695
22	53,546
23	54,941
24	56,041
25	56,941
26	57,441
27	57,741
28	58,325
29	58,985
30	59,715
31	60,295
32 +	60,853

*Board Approved June 27, 2012*

This salary schedule applies to the 2012-13 school year only. Future salaries cannot be predicted from this schedule. New salary schedules are developed each school year. New salary schedules are developed each school year. Salary and stipends are based on a 187 day work schedule. Employees may be paid more than the amounts shown above due to extended workdays. Nurses (RN) are paid based on this schedule with extended workdays.  
 It is the policy of the United Independent School District not to discriminate on the basis of race, color, national origin, sex, or disability in its Educational programs, services or activities, as required by Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; the Age Discrimination Act of 1975, as amended; and Section 504 of the Rehabilitation Act of 1973, as amended.



# United Independent School District

## Teacher Base Salary Schedule and Stipend Pay

### School Year 2011-2012

#### ADDITIONAL STIPEND PAY

Master's Degree	\$ 1,000
Doctorate Degree	\$ 2,000
Career Ladder II	\$ 1,825
Career Ladder III	\$ 3,650

#### CRITICAL SHORTAGE AREAS

Math (Secondary Level)	\$ 2,000
Science (Secondary Level)	\$ 2,000
Special Education:	
Self Contained	\$ 4,000
Elem. Resource	\$ 500
Secondary Res.	\$ 700
Bilingual: (based on no. of students)	
Range from \$200 to \$1,000	
ESL (Secondary Level)	\$ 800

#### PRIORITY STIPEND

Professional Assignment	\$ 3,500
Campuses:	
Lyndon B. Johnson High	
S. Garcia Middle	
Lamar Bruni Vergara Middle	
Juarez-Lincoln Elementary	
Kennedy-Zapata Elementary	

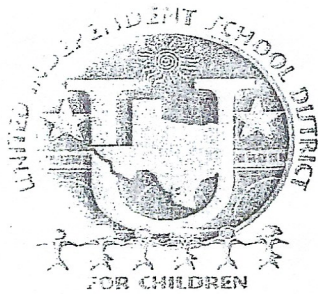
#### PRIORITY II STIPEND

Professional Assignment	\$ 2,250
Campuses:	
Los Obispos Middle	Centeno Elementary
Perez Elementary	Prada Elementary
Arndt Elementary	Roosevelt Elementary

Years of Creditable Service	BASE SALARY - BACHELOR'S DEGREE
0	\$ 42,500
1	43,000
2	43,800
3	44,700
4	45,225
5	45,725
6	46,025
7	46,425
8	46,725
9	47,025
10	47,325
11	47,625
12	47,925
13	48,225
14	48,525
15	49,275
16	49,875
17	50,375
18	51,175
19	51,895
20	52,695
21	53,546
22	54,941
23	56,041
24	56,941
25	57,441
26	57,741
27	58,325
28	58,985
29	59,715
30	60,295
31	60,853
32 +	\$ 61,461

Board Approved June 22, 2011

This salary schedule applies to the 2011-12 school year only. Future salaries cannot be predicted from this schedule. New salary schedules are developed each school year. Salary and stipends are based on a 187 day work schedule. Employees may be paid more than the amounts shown above due to extended workdays. Nurses (RN) are paid based on this schedule with extended workdays. It is the policy of the United Independent School District not to discriminate on the basis of race, color, national origin, sex, or disability in its Educational programs, services or activities, as required by Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; the Age Discrimination Act of 1975, as amended; and Section 504 of the Rehabilitation Act of 1973, as amended.



# United Independent School District

## Teacher Base Salary Schedule and Stipend Pay

### School Year 2010-2011

STEP	BASE SALARY - BACHELOR'S DEGREE
0	\$ 43,000
1	43,800
2	44,700
3	45,225
4	45,725
5	46,025
6	46,425
7	46,725
8	47,025
9	47,325
10	47,625
11	47,925
12	48,225
13	48,525
14	49,275
15	49,875
16	50,375
17	51,175
18	51,895
19	52,695
20	53,546
21	54,941
22	56,041
23	56,941
24	57,441
25	57,741
26	58,325
27	58,985
28	59,715
29	60,295
30	60,853
31	61,461
32 +	\$ 61,961

*Board Approved 8-26-2010*

#### ADDITIONAL STIPEND PAY

Master's Degree	\$ 1,000
Doctorate Degree	\$ 2,000
Career Ladder II	\$ 1,825
Career Ladder III	\$ 3,650

#### CRITICAL SHORTAGE AREAS

Math (Secondary Level)	\$ 2,000
Science (Secondary Level)	\$ 2,000
Special Education:	
Self Contained	\$ 4,000
Elem. Resource	\$ 500
Secondary Res.	\$ 700
Bilingual: (based on no. of students)	
Range from \$200 to \$1,000	
ESL (Secondary Level)	\$ 800

#### PRIORITY STIPEND

Professional Assignment	\$ 3,500
Campuses:	
Lyndon B. Johnson High	
S. Garcia Middle	
Lamar Bruni Vergara Middle	
Juarez-Lincoln Elementary	
Kennedy-Zapata Elementary	
U.D.D. Hachar Elementary	

#### PRIORITY II STIPEND

Professional Assignment	\$ 2,250
Campuses:	
Los Obispos Middle	Centeno Elementary
Perez Elementary	Prada Elementary
Arndt Elementary	Roosevelt Elementary

This salary schedule applies to the 2010-11 school year only. Future salaries cannot be predicted from this schedule. New salary schedules are developed each school year. Salary and stipends are based on a 187 day work schedule. Employees may be paid more than the amounts shown above due to extended workdays.

*It is the policy of the United Independent School District not to discriminate on the basis of race, color, national origin, sex, or disability in its Educational programs, services or activities, as required by Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; the Age Discrimination Act of 1975, as amended; and Section 504 of the Rehabilitation Act of 1973, as amended.*