

SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

2025–2026 New Teacher Pay Schedule				
Years of Experience	Bachelor's Degree 10C Pay Schedule		Master's Degree 8C Pay Schedule	
	Annualized Rate (187 Days)	Daily Rate	Annualized Rate (187 Days)	Daily Rate
00	\$60,000	\$320.86	\$62,000	\$331.55
01	\$60,152	\$321.67	\$62,152	\$332.36
02	\$60,410	\$323.05	\$62,410	\$333.74
03	\$60,760	\$324.92	\$62,760	\$335.61
04	\$60,997	\$326.19	\$62,997	\$336.88
05	\$61,298	\$327.80	\$63,298	\$338.49
06	\$61,597	\$329.40	\$63,597	\$340.09
07	\$61,896	\$330.99	\$63,896	\$341.69
08	\$62,151	\$332.36	\$64,151	\$343.06
09	\$62,407	\$333.73	\$64,407	\$344.42
10	\$62,739	\$335.50	\$64,739	\$346.20
11	\$63,377	\$338.92	\$65,377	\$349.61
12	\$63,712	\$340.71	\$65,712	\$351.40
13	\$64,048	\$342.50	\$66,048	\$353.20
14	\$64,385	\$344.30	\$66,385	\$355.00
15	\$64,722	\$346.11	\$66,722	\$356.80
16	\$65,060	\$347.92	\$67,060	\$358.61
17	\$65,524	\$350.39	\$67,524	\$361.09
18	\$65,989	\$352.88	\$67,989	\$363.58
19	\$66,455	\$355.37	\$68,455	\$366.07
20	\$66,922	\$357.87	\$68,922	\$368.57
21	\$67,399	\$360.42	\$69,399	\$371.12
22	\$67,876	\$362.97	\$69,876	\$373.67
23	\$68,360	\$365.56	\$70,360	\$376.26
24	\$68,840	\$368.13	\$70,840	\$378.82
25	\$69,315	\$370.67	\$71,315	\$381.36
26	\$69,798	\$373.25	\$71,798	\$383.95
27	\$70,288	\$375.87	\$72,288	\$386.57
28	\$70,606	\$377.57	\$72,606	\$388.27
29	\$70,936	\$379.34	\$72,936	\$390.03
30	\$71,253	\$381.03	\$73,253	\$391.73

Notes:

- Years of Experience represents Creditable Years of Service.
- Neither past nor future salaries can be predicted or calculated from this schedule.