



**TEACHER HIRING SALARY SCHEDULE
2020-2021 SCHOOL YEAR
Bachelor's Degree**

The Teacher Pay Plan is for one year only and no future promises of salary amounts or increases can be deduced from this document. The Board may adopt increases in salary amounts on an annual basis. This is a Hiring Schedule for the purpose of placing new teachers in the teacher pay scale.

Teachers, Librarians, Nurses and any other positions on the teacher salary schedule will adhere to this pay plan.

Years of Experience	Salary	Years of Experience	Salary
0	\$50,950	18	\$62,033
1	\$50,950	19	\$62,351
2	\$51,800	20	\$62,669
3	\$52,500	21	\$62,987
4	\$54,100	22	\$63,782
5	\$55,850	23	\$64,418
6	\$56,400	24	\$64,948
7	\$56,700	25	\$65,796
8	\$57,130	26	\$66,559
9	\$57,978	27	\$67,407
10	\$58,932	28	\$68,309
11	\$59,489	29	\$69,787
12	\$60,019	30	\$70,953
13	\$60,337	31	\$71,907
14	\$60,761	32	\$72,437
15	\$61,079	33	\$72,755
16	\$61,397	34	\$73,375
17	\$61,715	35	\$74,074

Advanced year of experience with no increase.

+\$2,000 for Master's Degree with a major or minor related to their teaching assignment.

+\$1,000 for Master's Degree not related to their teaching assignment.

+\$2,000 for Doctorate

+\$1,500 for Career Ladder II

+\$3,000 for Career Ladder III

**Assistant Superintendent
for Human Resources**

**Assistant Superintendent
for Finance and Business Services**

Superintendent of Schools



**TEACHER HIRING SALARY SCHEDULE
2019-2020 SCHOOL YEAR
Bachelor's Degree**

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Years of Experience	Salary	Years of Experience	Salary
0	\$50,950	18	\$62,351
1	\$51,800	19	\$62,669
2	\$52,500	20	\$62,987
3	\$54,100	21	\$63,782
4	\$55,850	22	\$64,418
5	\$56,400	23	\$64,948
6	\$56,700	24	\$65,796
7	\$57,130	25	\$66,559
8	\$57,978	26	\$67,407
9	\$58,932	27	\$68,309
10	\$59,489	28	\$69,787
11	\$60,019	29	\$70,953
12	\$60,337	30	\$71,907
13	\$60,761	31	\$72,437
14	\$61,079	32	\$72,755
15	\$61,397	33	\$73,375
16	\$61,715	34	\$74,074
17	\$62,033	35	\$74,848

Teacher salary schedule based on teacher increases board approved July 23, 2019.

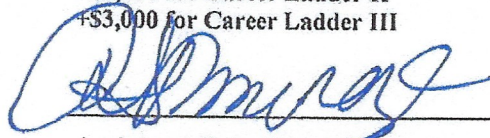
+ \$2,000 for Master's Degree with a major or minor related to their teaching assignment.

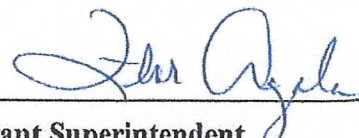
+ \$1,000 for Master's Degree not related to their teaching assignment.

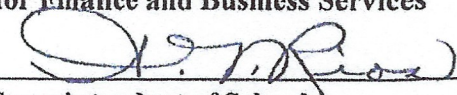
+ \$2,000 for Doctorate

+ \$1,500 for Career Ladder II

+ \$3,000 for Career Ladder III


 Assistant Superintendent
 for Human Resources


 Assistant Superintendent
 for Finance and Business Services


 Superintendent of Schools



**TEACHER HIRING SALARY SCHEDULE
2018-2019 SCHOOL YEAR
Bachelor's Degree**

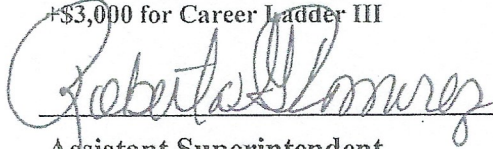
The Teacher Pay Plan is for one year only and no future promises of salary amounts or increases can be deduced from this document. The Board may adopt increases in salary amounts on an annual basis. This is a Hiring Schedule for the purpose of placing new teachers in the teacher pay scale.

Teachers, Librarians, Nurses and any other positions on the teacher salary schedule will adhere to this pay plan.

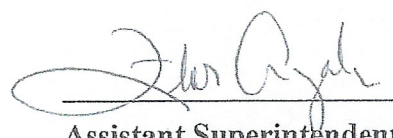
Years of Experience	Salary	Years of Experience	Salary
0	\$47,250	18	\$58,669
1	\$48,450	19	\$58,987
2	\$50,050	20	\$59,782
3	\$52,050	21	\$60,418
4	\$52,600	22	\$60,948
5	\$52,700	23	\$61,796
6	\$53,130	24	\$62,559
7	\$53,978	25	\$63,407
8	\$54,932	26	\$64,309
9	\$55,489	27	\$65,787
10	\$56,019	28	\$66,953
11	\$56,337	29	\$67,907
12	\$56,761	30	\$68,437
13	\$57,079	31	\$68,755
14	\$57,397	32	\$69,375
15	\$57,715	33	\$70,074
16	\$58,033	34	\$70,848
17	\$58,351	35	\$71,050

Teacher salary schedule based on teacher increases board approved June 28, 2018.

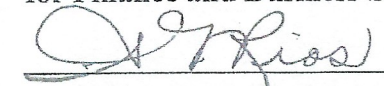
- +\$2,000 for Master's Degree with a major or minor related to their teaching assignment.
- +\$1,000 for Master's Degree not related to their teaching assignment.
- +\$2,000 for Doctorate
- +\$1,500 for Career Ladder II
- +\$3,000 for Career Ladder III



Assistant Superintendent
for Human Resources



Assistant Superintendent
for Finance and Business Services


Superintendent of Schools

It is the policy of Laredo Independent School District not to discriminate on the basis of race, color, national origin, sex, handicap, or age in its employment practices as required by Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972; the Age Discrimination Act of 1975, as amended; and Section 504 of the Rehabilitation Act of 1973, as amended



**TEACHER HIRING SALARY SCHEDULE
2017-2018 SCHOOL YEAR
Bachelor's Degree**

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Teachers, Librarians, Nurses and any other positions on the teacher salary schedule will adhere to this pay plan.

Years of Experience	Salary	Years of Experience	Salary
0	\$47,250	18	\$57,787
1	\$48,850	19	\$58,582
2	\$50,850	20	\$59,218
3	\$51,400	21	\$59,748
4	\$51,500	22	\$60,596
5	\$51,930	23	\$61,359
6	\$52,778	24	\$62,207
7	\$53,732	25	\$63,109
8	\$54,289	26	\$64,587
9	\$54,819	27	\$65,753
10	\$55,137	28	\$66,707
11	\$55,561	29	\$67,237
12	\$55,879	30	\$67,555
13	\$56,197	31	\$68,175
14	\$56,515	32	\$68,874
15	\$56,833	33	\$69,648
16	\$57,151	34	\$69,850
17	\$57,469	35	\$70,050

Teacher salary schedule based on teacher increases board approved July 25, 2017.

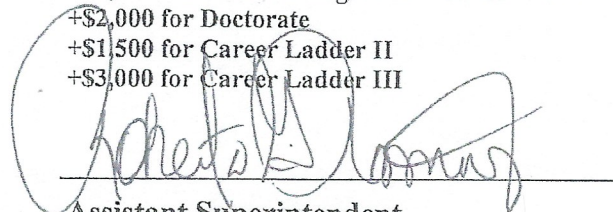
+\$2,000 for Master's Degree with a major or minor related to their teaching assignment.

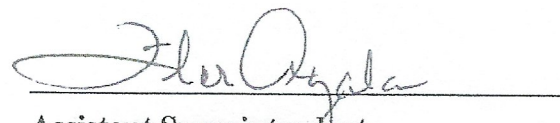
+\$1,000 for Master's Degree not related to their teaching assignment.


+\$2,000 for Doctorate

+\$1,500 for Career Ladder II

+\$3,000 for Career Ladder III


 Assistant Superintendent
 for Administration, Compliance and
 School Safety


 Assistant Superintendent
 for Finance and Business Services


 Superintendent of Schools



**TEACHER HIRING SALARY SCHEDULE
2016-2017 SCHOOL YEAR
Bachelor's Degree**

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Teachers, Librarians, Nurses and any other positions on the teacher salary schedule will adhere to this pay plan.

Years of Experience	Salary	Years of Experience	Salary
0	\$47,250	18	\$56,982
1	\$49,250	19	\$57,618
2	\$49,800	20	\$58,148
3	\$49,900	21	\$58,996
4	\$50,330	22	\$59,759
5	\$51,178	23	\$60,607
6	\$52,132	24	\$61,509
7	\$52,689	25	\$62,987
8	\$53,219	26	\$64,153
9	\$53,537	27	\$65,107
10	\$53,961	28	\$65,637
11	\$54,279	29	\$65,955
12	\$54,597	30	\$66,575
13	\$54,915	31	\$67,274
14	\$55,233	32	\$68,048
15	\$55,551	33	\$68,250
16	\$55,869	34	\$68,450
17	\$56,187	35	\$68,650

Teacher salary schedule based on teacher increases board approved May 19, 2016.

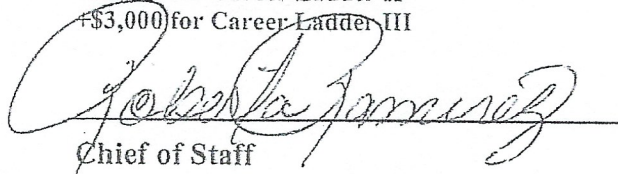
+\$2,000 for Master's Degree with a major or minor related to their teaching assignment.


+\$1,000 for Master's Degree not related to their teaching assignment.

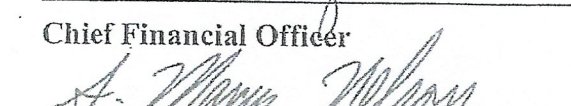
+\$2,000 for Doctorate

+\$1,500 for Career Ladder II

+\$3,000 for Career Ladder III


Chief of Staff


Chief Financial Officer


Superintendent of Schools



**TEACHER HIRING SALARY SCHEDULE
2015-2016 SCHOOL YEAR
Bachelor's Degree**

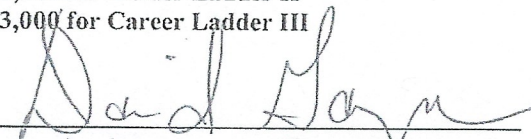
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Teachers, Librarians, Nurses and any other positions on the teacher salary schedule will adhere to this pay plan.

Years of Experience	Salary	Years of Experience	Salary
0	\$47,250	18	\$56,232
1	\$48,500	19	\$56,868
2	\$49,050	20	\$57,398
3	\$49,150	21	\$58,246
4	\$49,580	22	\$59,009
5	\$50,428	23	\$59,857
6	\$51,382	24	\$60,759
7	\$51,939	25	\$62,237
8	\$52,469	26	\$63,403
9	\$52,787	27	\$64,357
10	\$53,211	28	\$64,887
11	\$53,529	29	\$65,205
12	\$53,847	30	\$65,825
13	\$54,165	31	\$66,524
14	\$54,483	32	\$67,298
15	\$54,801	33	\$67,500
16	\$55,119	34	\$67,700
17	\$55,437	35	\$67,900

Teacher salary schedule based on teacher increases board approved May 14, 2015.

- +\$2,000 for Master's Degree with a major or minor related to their teaching assignment.
- +\$1,000 for Master's Degree not related to their teaching assignment.
- +\$2,000 for Doctorate
- +\$1,500 for Career Ladder II
- +\$3,000 for Career Ladder III


 Executive Director for Human Resources



**TEACHER HIRING SALARY SCHEDULE
2014-2015 SCHOOL YEAR
Bachelor's Degree**

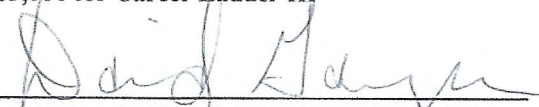
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Teachers, Librarians, Nurses and any other positions on the teacher salary schedule will adhere to this pay plan.

Years of Experience	Salary	Years of Experience	Salary
0	\$46,500	18	\$54,732
1	\$47,000	19	\$55,368
2	\$47,550	20	\$55,898
3	\$47,650	21	\$56,746
4	\$48,080	22	\$57,509
5	\$48,928	23	\$58,357
6	\$49,882	24	\$59,259
7	\$50,439	25	\$60,737
8	\$50,969	26	\$61,903
9	\$51,287	27	\$62,857
10	\$51,711	28	\$63,387
11	\$52,029	29	\$63,705
12	\$52,347	30	\$64,325
13	\$52,665	31	\$65,024
14	\$52,983	32	\$65,798
15	\$53,301	33	\$66,000
16	\$53,619	34	\$66,200
17	\$53,937	35	\$66,400

Teacher salary schedule based on teacher increases board approved June 24, 2014.

- + \$2,000 for Master's Degree with a major or minor related to their teaching assignment.
- + \$1,000 for Master's Degree not related to their teaching assignment.
- + \$2,000 for Doctorate
- + \$1,500 for Career Ladder II
- + \$3,000 for Career Ladder III



 Executive Director for Human Resources



**PROFESSIONAL EMPLOYEE HIRING SALARY SCHEDULE
2013-2014 SCHOOL YEAR
Bachelor's Degree**

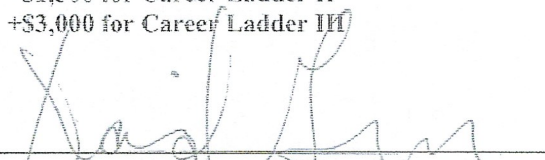
The Professional Employee Pay Plan is for one year only and no future promises of salary amounts or increases can be deduced from this document. The Board may adopt increases in salary amounts on an annual basis. This is a Hiring Schedule for the purpose of placing new teachers in the teacher pay scale.

Teachers, Librarians, Nurses, Counselors, Speech Pathologists and any other positions on the teacher salary schedule.

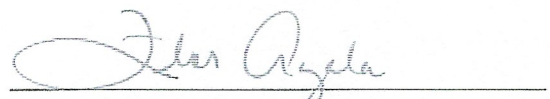
Years of Experience	Salary	Years of Experience	Salary
0	\$42,700	16	\$49,992
1	\$42,800	17	\$50,592
2	\$43,300	18	\$51,392
3	\$45,042	19	\$52,212
4	\$45,217	20	\$53,012
5	\$45,625	21	\$53,942
6	\$46,125	22	\$55,163
7	\$46,425	23	\$56,458
8	\$46,725	24	\$56,958
9	\$47,025	25	\$57,441
10	\$47,325	26	\$57,941
11	\$47,625	27	\$58,442
12	\$47,925	28	\$59,132
13	\$48,225	29	\$59,832
14	\$48,825	30	\$60,412
15	\$49,392		

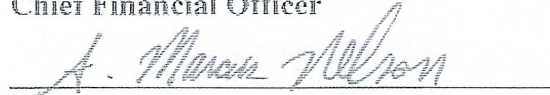
Teacher salary schedule based on teacher increases board approved August 1st, 2013.

- + \$2,000 for Master
- + \$2,000 for Doctorate
- + \$1,500 for Career Ladder II
- + \$3,000 for Career Ladder III



 Executive Director for Human Resources



 Chief Financial Officer


 Superintendent of Schools



**PROFESSIONAL EMPLOYEE HIRING SALARY SCHEDULE
2012-2013 SCHOOL YEAR
Bachelor's Degree**

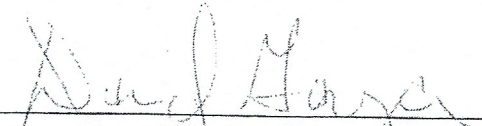
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Teachers, Librarians, Nurses, Counselors, Speech Pathologists and any other positions on the teacher salary schedule.

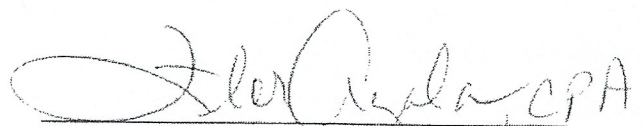
Years of Experience	Salary	Years of Experience	Salary
0	\$42,700	16	\$49,992
1	\$42,800	17	\$50,592
2	\$43,300	18	\$51,392
3	\$45,042	19	\$52,212
4	\$45,217	20	\$53,012
5	\$45,625	21	\$53,942
6	\$46,125	22	\$55,163
7	\$46,425	23	\$56,458
8	\$46,725	24	\$56,958
9	\$47,025	25	\$57,441
10	\$47,325	26	\$57,941
11	\$47,625	27	\$58,442
12	\$47,925	28	\$59,132
13	\$48,225	29	\$59,832
14	\$48,825	30	\$60,412
15	\$49,392		

Teacher salary schedule based on teacher increases board approved July 23rd, 2012.


- + \$2,000 for Master
- + \$2,000 for Doctorate
- + \$1,500 for Career Ladder II
- + \$3,000 for Career Ladder III



Executive Director for Human Resources



Chief Financial Officer



Superintendent of Schools

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PROFESSIONAL EMPLOYEE HIRING SALARY SCHEDULE
2011-2012 SCHOOL YEAR
Bachelor's Degree

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Teachers, Librarians, Nurses, Counselors, Speech Pathologists and any other positions on the teacher salary schedule.

Years of Experience	Salary	Years of Experience	Salary
0	\$42,500	16	\$49,892
1	\$43,000	17	\$50,692
2	\$44,742	18	\$51,412
3	\$44,817	19	\$52,212
4	\$45,225	20	\$52,942
5	\$45,725	21	\$53,963
6	\$46,025	22	\$55,358
7	\$46,425	23	\$56,458
8	\$46,725	24	\$56,941
9	\$47,025	25	\$57,441
10	\$47,325	26	\$57,842
11	\$47,625	27	\$58,502
12	\$47,925	28	\$59,232
13	\$48,225	29	\$59,812
14	\$48,792	30	\$60,370
15	\$49,392		

Teacher salary schedule based on teacher increases board approved August 30th, 2011.

- + \$2,000 for Master
- + \$2,000 for Doctorate
- + \$1,500 for Career Ladder II
- + \$3,000 for Career Ladder III

Executive Director for Human Resources

Interim Chief Financial Officer

Superintendent of Schools



**PROFESSIONAL EMPLOYEE HIRING SALARY SCHEDULE
2010-2011 SCHOOL YEAR
Bachelor's Degree**

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Teachers, Librarians, Nurses, Counselors, Speech Pathologists and any other positions on the teacher salary schedule.

Years of Experience	Salary	Years of Experience	Salary
0	\$42,500	16	\$50,392
1	\$44,442	17	\$51,112
2	\$44,517	18	\$51,912
3	\$44,900	19	\$52,642
4	\$45,142	20	\$53,663
5	\$45,442	21	\$55,058
6	\$45,742	22	\$56,158
7	\$46,042	23	\$56,458
8	\$46,342	24	\$56,912
9	\$46,642	25	\$57,542
10	\$46,942	26	\$58,202
11	\$47,242	27	\$58,932
12	\$47,642	28	\$59,512
13	\$48,492	29	\$60,070
14	\$49,092	30	\$60,678
15	\$49,592		

Teacher salary schedule based on teacher increases board approved August 18th, 2010.

- + \$2,000 for Master
- + \$2,000 for Doctorate
- + \$1,500 for Career Ladder II
- + \$3,000 for Career Ladder III