



Seguin

exceptional students to exceptional citizens

INDEPENDENT SCHOOL DISTRICT

Neither past nor future salaries can be predicted or calculated from posted compensation.

Classroom Teachers (2025-2026)

Creditable / State Step Years of Experience	Teacher Retention Allotment	Salary	Daily Rate Based on 187 days
0	\$0	\$58,250	\$311.50
1	\$0	\$58,400	\$312.30
2	\$0	\$58,550	\$313.10
3	\$2,500	\$59,950	\$320.59
4	\$2,500	\$60,148	\$321.65
5	\$5,000	\$62,871	\$336.21
6	\$5,000	\$63,095	\$337.41
7	\$5,000	\$63,324	\$338.63
8	\$5,000	\$63,547	\$339.82
9	\$5,000	\$65,405	\$349.76
10	\$5,000	\$65,986	\$352.87
11	\$5,000	\$66,452	\$355.36
12	\$5,000	\$66,685	\$356.60
13	\$5,000	\$67,151	\$359.10
14	\$5,000	\$67,850	\$362.83
15	\$5,000	\$68,082	\$364.07
16	\$5,000	\$68,316	\$365.33
17	\$5,000	\$68,898	\$368.44
18	\$5,000	\$69,479	\$371.55
19	\$5,000	\$69,771	\$373.11
20	\$5,000	\$70,645	\$377.78
21	\$5,000	\$70,791	\$378.56
22	\$5,000	\$70,902	\$379.16
23	\$5,000	\$71,228	\$380.90
24	\$5,000	\$71,519	\$382.45
25	\$5,000	\$71,810	\$384.01
26	\$5,000	\$72,100	\$385.56
27	\$5,000	\$72,450	\$387.43
28	\$5,000	\$73,716	\$394.20
29	\$5,000	\$75,292	\$402.63
30 +	\$5,000	\$75,700	\$404.81

Pay Grades

PROFESSIONAL	DAILY		
	Min	Mid	Max
P1	\$297	\$357	\$407
P2	\$317	\$377	\$437
P3	\$328	\$388	\$458
P4	\$347	\$407	\$477
P5	\$379	\$449	\$529
P6	\$410	\$490	\$570
P7	\$456	\$548	\$640
P8	\$582	\$699	\$817
CLERICAL	HOURLY		
	Min	Mid	Max
C1	\$15.26	\$18.26	\$21.26
C2	\$15.87	\$18.97	\$22.07
C3	\$17.42	\$21.42	\$24.92
C4	\$19.44	\$22.64	\$26.34
C5	\$21.50	\$25.70	\$29.90
C6	\$24.08	\$29.38	\$34.18
C7	\$26.12	\$31.82	\$37.02
C8	\$27.66	\$33.66	\$39.16
TEMP	\$15.00	-	-
MAINTENANCE	HOURLY		
	Min	Mid	Max
M1	\$16.38	\$19.58	\$22.78
M2	\$18.41	\$20.81	\$24.21
M3	\$21.48	\$24.48	\$28.48
M4	\$22.53	\$26.93	\$30.53
M5	\$23.55	\$28.15	\$32.75
TEMP	\$15.00	-	-
TRANSPORTATION	HOURLY		
	Min	Mid	Max
T1	\$14.34	\$17.34	\$20.34
T2	\$21.18	\$24.33	\$27.48
T3	\$22.02	\$26.27	\$30.52
Sub Driver	\$17.00	-	-
Driver in Training	\$14.00	-	-
CHILD NUTRITION	HOURLY		
	Min	Max	Max
F1	\$17.43	\$21.68	\$25.93
F2	\$18.45	\$22.95	\$27.45
F3	\$19.48	\$24.23	\$28.98
F4	\$20.50	\$25.50	\$30.50
F5	\$22.55	\$28.05	\$33.55
F6	\$24.60	\$30.60	\$36.60
F7	\$26.65	\$33.15	\$39.65
F8	\$28.70	\$35.70	\$42.70
TEMP	\$15.00	-	-

Certified Classroom Teachers with a Master's Degree will be compensated an additional \$1,000 annually.

Current uncertified teachers for the 2026-2027 school year will be frozen until they are certified.

Uncertified teachers hired after Sept 1, 2025 will be compensated at \$55,000 until they are certified.

Retirees are capped at Step 25.

Nurses, Librarians, Instructional Coaches and Counselors are part of the Professional Scale.

The district contributes \$417 per month to assist with health insurance premium costs for those employees enrolled in the Seguin ISD Health Insurance Plan.

Visit our TIA website at: <https://www.seguin.k12.tx.us/page/TIA.Home>

Service records must be provided to Seguin ISD within 60 days of the start date for retroactive compensation. After 60 days, no retroactive compensating will be received.

For more information or specific questions, please email HR at: hrdept@seguin.k12.tx.us