



Seguin

exceptional students to exceptional citizens

INDEPENDENT SCHOOL DISTRICT

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

Please Note: For staff positions, years of experience is just one of several factors that determine placement within the pay range. Other factors include internal and external equity, current market conditions, and overall performance.

Classroom Teachers (2026-2027)			
Creditable / State Step Years of Experience	Teacher Retention Allotment	Standard Cetified Salary	Daily Rate Based on 187 days
0	\$0	\$58,250	\$311.50
1	\$0	\$58,650	\$313.64
2	\$0	\$59,050	\$315.78
3	\$2,500	\$59,950	\$320.59
4	\$2,500	\$60,250	\$322.19
5	\$5,000	\$62,871	\$336.21
6	\$5,000	\$63,171	\$337.81
7	\$5,000	\$63,471	\$339.42
8	\$5,000	\$63,771	\$341.02
9	\$5,000	\$65,405	\$349.76
10	\$5,000	\$65,986	\$352.87
11	\$5,000	\$66,452	\$355.36
12	\$5,000	\$66,752	\$356.96
13	\$5,000	\$67,151	\$359.10
14	\$5,000	\$67,850	\$362.83
15	\$5,000	\$68,150	\$364.44
16	\$5,000	\$68,450	\$366.04
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	\$70,945	\$379.39
22	\$5,000	\$71,245	\$380.99
23	\$5,000	\$71,545	\$382.59
24	\$5,000	\$71,845	\$384.20
25	\$5,000	\$72,145	\$385.80
26	\$5,000	\$72,445	\$387.41
27	\$5,000	\$72,745	\$389.01
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	\$299.88	\$357.00	\$414.12
P2	\$317.87	\$378.42	\$438.97
P3	\$333.77	\$397.34	\$460.91
P4	\$350.46	\$417.21	\$483.96
P5	\$367.98	\$438.07	\$508.16
P6	\$386.37	\$459.97	\$533.57
P7	\$405.69	\$482.97	\$560.25
P8	\$425.98	\$507.12	\$588.26
P9	\$447.28	\$532.48	\$617.68
P10	\$523.32	\$623.00	\$722.68
P11	\$612.28	\$728.91	\$845.54
P12	\$655.14	\$779.93	\$904.72
CLERICAL	HOURLY		
	Min	Mid	Max
C1	\$16.00	\$18.82	\$21.64
C2	\$17.00	\$20.00	\$23.00
C3	\$19.50	\$22.94	\$26.38
C4	\$20.50	\$24.12	\$27.74
C5	\$21.50	\$25.29	\$29.08
C6	\$22.50	\$26.47	\$30.44
C7	\$25.00	\$29.41	\$33.82
C8	\$26.25	\$30.88	\$35.51
C9	\$30.50	\$ 35.88	\$ 41.26
MAINTENANCE	HOURLY		
	Min	Mid	Max
M1	\$16.40	\$19.29	\$22.18
M2	\$18.50	\$21.76	\$25.02
M3	\$19.50	\$22.94	\$26.38
M4	\$20.50	\$24.12	\$27.74
M5	\$21.75	\$25.59	\$29.43
M6	\$23.75	\$27.94	\$32.13
M7	\$25.75	\$30.29	\$34.83
TRANSPORTATION	HOURLY		
	Min	Mid	Max
DT	\$14.00	\$14.00	\$14.00
T1	\$14.35	\$16.49	\$18.63
T2	\$21.20	\$24.37	\$27.54
T3	\$22.20	\$25.52	\$28.84
CHILD NUTRITION	HOURLY		
	Min	Max	Max
F1	\$17.50	\$20.59	\$23.68
F2	\$18.50	\$21.77	\$25.04
F3	\$20.50	\$24.12	\$27.74
F4	\$22.55	\$26.53	\$30.51
F5	\$24.60	\$28.94	\$33.28
F6	\$26.65	\$31.35	\$36.05
F7	\$28.70	\$33.76	\$38.82

Certified Classroom Teachers with a Master's Degree will be earn an additional \$1,000 annually. Upon earning a Master's, the increase will begin the following year.
Current uncertified teachers for the 2026-2027 school year will be frozen until they are certified.
Teachers without a Standard Certification will earn \$55,000 a year. Once standard certified, teacher will move to the regular step rate the next year.
Retirees are capped at Step 25. TRS Surcharges is passed onto new Retire Rehires.
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.
Visit our Employee Site: https://sites.google.com/seguin.k12.tx.us/employee-site/welcome
Please email HR at <hrdept@seguin.k12.tx.us> for questions.

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