

2021-2022 TEA Certificated Salary Schedule
Effective 09/01/2021

Year	Pay Step		01	02	03	04	06	7A	9	1A	3A	13
			BA	BA +15	BA +30	BA +45	BA +90	MA+0	BA +135	MA +45	MA +90	PHD
0	1	Base	57,717	58,255	58,789	59,710	62,862	69,085	68,250	70,600	73,745	75,833
		Responsibility and Incentive	2,597	2,621	2,645	2,687	2,829	3,109	3,071	3,177	3,319	3,413
		TOTAL CONTRACTED SALARY	60,314	60,876	61,434	62,397	65,690	72,194	71,322	73,777	77,064	79,246
		Self-Selected Professional Growth (14 hours)	619	624	630	640	674	740	732	757	790	813
		Technology Professional Growth (7 Hours)	309	312	315	320	337	370	366	378	395	406
		District Optional Professional Growth (7 hours)	309	312	315	320	337	370	366	378	395	406
		TOTAL SALARY AVAILABLE	61,551	62,124	62,694	63,677	67,038	73,674	72,786	75,290	78,644	80,871
1	2	Base	58,253	58,666	60,237	62,334	65,543	69,626	70,954	73,219	76,374	78,539
		Responsibility and Incentive	2,621	2,640	2,711	2,805	2,949	3,133	3,193	3,295	3,437	3,534
		TOTAL CONTRACTED SALARY	60,875	61,306	62,947	65,139	68,493	72,759	74,147	76,513	79,811	82,074
		Self-Selected Professional Growth (14 hours)	624	629	646	668	702	746	760	785	819	842
		Technology Professional Growth (7 Hours)	312	314	323	334	351	373	380	392	409	421
		District Optional Professional Growth (7 hours)	312	314	323	334	351	373	380	392	409	421
		TOTAL SALARY AVAILABLE	62,123	62,563	64,239	66,475	69,897	74,251	75,667	78,082	81,448	83,758
2	3	Base	59,138	60,702	62,257	64,377	67,598	69,924	72,960	75,108	78,329	80,474
		Responsibility and Incentive	2,661	2,732	2,802	2,897	3,042	3,147	3,283	3,380	3,525	3,621
		TOTAL CONTRACTED SALARY	61,799	63,434	65,059	67,273	70,640	73,070	76,243	78,488	81,854	84,096
		Self-Selected Professional Growth (14 hours)	634	651	667	690	725	749	782	805	840	863
		Technology Professional Growth (7 Hours)	317	325	334	345	362	375	391	403	420	431
		District Optional Professional Growth (7 hours)	317	325	334	345	362	375	391	403	420	431
		TOTAL SALARY AVAILABLE	63,067	64,735	66,394	68,653	72,089	74,569	77,807	80,099	83,534	85,821
3	4	Base	60,554	62,092	63,667	65,773	68,928	71,131	74,188	76,296	79,455	81,565
		Responsibility and Incentive	2,725	2,794	2,865	2,960	3,102	3,201	3,338	3,433	3,575	3,670
		TOTAL CONTRACTED SALARY	63,279	64,886	66,532	68,733	72,030	74,332	77,527	79,730	83,031	85,235
		Self-Selected Professional Growth (14 hours)	649	665	682	705	739	762	795	818	852	874
		Technology Professional Growth (7 Hours)	325	333	341	352	369	381	398	409	426	437
		District Optional Professional Growth (7 hours)	325	333	341	352	369	381	398	409	426	437
		TOTAL SALARY AVAILABLE	64,578	66,217	67,896	70,142	73,507	75,856	79,118	81,366	84,735	86,983
4	5	Base	62,533	64,094	65,652	67,737	70,864	72,961	76,078	78,159	81,284	83,369
		Responsibility and Incentive	2,814	2,884	2,954	3,048	3,189	3,283	3,423	3,517	3,658	3,752
		TOTAL CONTRACTED SALARY	65,347	66,978	68,606	70,785	74,053	76,245	79,501	81,677	84,942	87,120
		Self-Selected Professional Growth (14 hours)	670	687	704	726	760	782	815	838	871	894
		Technology Professional Growth (7 Hours)	335	343	352	363	380	391	408	419	436	447
		District Optional Professional Growth (7 hours)	335	343	352	363	380	391	408	419	436	447
		TOTAL SALARY AVAILABLE	66,687	68,351	70,014	72,237	75,573	77,809	81,132	83,353	86,685	88,908

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5	6	Base	64,500	66,049	67,595	69,666	72,758	74,817	77,916	79,982	83,076	85,143
		Responsibility and Incentive	2,903	2,972	3,042	3,135	3,274	3,367	3,506	3,599	3,738	3,831
		TOTAL CONTRACTED SALARY	67,403	69,021	70,636	72,800	76,032	78,183	81,423	83,581	86,815	88,974
		Self-Selected Professional Growth (14 hours)	691	708	724	747	780	802	835	857	890	913
		Technology Professional Growth (7 Hours)	346	354	362	373	390	401	418	429	445	456
		District Optional Professional Growth (7 hours)	346	354	362	373	390	401	418	429	445	456
		TOTAL SALARY AVAILABLE	68,786	70,437	72,084	74,293	77,592	79,787	83,094	85,296	88,595	90,799
6	7	Base	67,080	68,628	70,182	72,238	75,335	77,402	80,500	82,561	85,658	87,718
		Responsibility and Incentive	3,019	3,088	3,158	3,251	3,390	3,483	3,622	3,715	3,855	3,947
		TOTAL CONTRACTED SALARY	70,099	71,716	73,340	75,488	78,726	80,885	84,122	86,276	89,513	91,666
		Self-Selected Professional Growth (14 hours)	719	736	752	774	807	830	863	885	918	940
		Technology Professional Growth (7 Hours)	359	368	376	387	404	415	431	442	459	470
		District Optional Professional Growth (7 hours)	359	368	376	387	404	415	431	442	459	470
		TOTAL SALARY AVAILABLE	71,536	73,188	74,844	77,036	80,341	82,545	85,847	88,045	91,349	93,546
7	8	Base	68,980	70,509	72,040	74,089	77,154	79,194	82,259	84,299	87,373	89,414
		Responsibility and Incentive	3,104	3,173	3,242	3,334	3,472	3,564	3,702	3,793	3,932	4,024
		TOTAL CONTRACTED SALARY	72,084	73,682	75,281	77,423	80,625	82,758	85,960	88,092	91,304	93,438
		Self-Selected Professional Growth (14 hours)	739	756	772	794	827	849	882	904	936	958
		Technology Professional Growth (7 Hours)	370	378	386	397	413	424	441	452	468	479
		District Optional Professional Growth (7 hours)	370	378	386	397	413	424	441	452	468	479
		TOTAL SALARY AVAILABLE	73,563	75,194	76,825	79,011	82,278	84,455	87,724	89,900	93,176	95,354
8	9	Base	71,530	73,060	74,596	76,639	79,704	81,750	84,816	86,858	89,923	91,965
		Responsibility and Incentive	3,219	3,288	3,357	3,449	3,587	3,679	3,817	3,909	4,047	4,138
		TOTAL CONTRACTED SALARY	74,748	76,348	77,952	80,088	83,291	85,428	88,632	90,767	93,969	96,104
		Self-Selected Professional Growth (14 hours)	767	783	800	821	854	876	909	931	964	986
		Technology Professional Growth (7 Hours)	383	392	400	411	427	438	455	465	482	493
		District Optional Professional Growth (7 hours)	383	392	400	411	427	438	455	465	482	493
		TOTAL SALARY AVAILABLE	76,281	77,915	79,552	81,731	84,999	87,180	90,451	92,628	95,897	98,076
9	10	Base	74,089	75,618	77,154	79,194	82,259	84,299	87,373	89,414	92,480	94,527
		Responsibility and Incentive	3,334	3,403	3,472	3,564	3,702	3,793	3,932	4,024	4,162	4,254
		TOTAL CONTRACTED SALARY	77,423	79,021	80,625	82,758	85,960	88,092	91,304	93,438	96,641	98,780
		Self-Selected Professional Growth (14 hours)	794	810	827	849	882	904	936	958	991	1,013
		Technology Professional Growth (7 Hours)	397	405	413	424	441	452	468	479	496	507
		District Optional Professional Growth (7 hours)	397	405	413	424	441	452	468	479	496	507
		TOTAL SALARY AVAILABLE	79,011	80,641	82,278	84,455	87,724	89,900	93,176	95,354	98,624	100,807

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10	11	Base	76,639	78,172	79,704	81,750	84,816	86,858	89,923	91,965	95,031	97,078
		Responsibility and Incentive	3,449	3,518	3,587	3,679	3,817	3,909	4,047	4,138	4,276	4,369
		TOTAL CONTRACTED SALARY	80,088	81,689	83,291	85,428	88,632	90,767	93,969	96,104	99,308	101,447
		Self-Selected Professional Growth (14 hours)	821	838	854	876	909	931	964	986	1,019	1,040
		Technology Professional Growth (7 Hours)	411	419	427	438	455	465	482	493	509	520
		District Optional Professional Growth (7 hours)	411	419	427	438	455	465	482	493	509	520
		TOTAL SALARY AVAILABLE	81,731	83,365	84,999	87,180	90,451	92,628	95,897	98,076	101,345	103,527
11	12	Base	79,194	80,727	82,259	84,299	87,373	89,414	92,480	94,527	97,592	99,632
		Responsibility and Incentive	3,564	3,633	3,702	3,793	3,932	4,024	4,162	4,254	4,392	4,483
		TOTAL CONTRACTED SALARY	82,758	84,360	85,960	88,092	91,304	93,438	96,641	98,780	101,983	104,115
		Self-Selected Professional Growth (14 hours)	849	865	882	904	936	958	991	1,013	1,046	1,068
		Technology Professional Growth (7 Hours)	424	433	441	452	468	479	496	507	523	534
		District Optional Professional Growth (7 hours)	424	433	441	452	468	479	496	507	523	534
		TOTAL SALARY AVAILABLE	84,455	86,091	87,724	89,900	93,176	95,354	98,624	100,807	104,075	106,251
12	13	Base	79,194	80,727	82,259	86,858	89,923	91,965	95,031	97,078	100,143	102,184
		Responsibility and Incentive	3,564	3,633	3,702	3,909	4,047	4,138	4,276	4,369	4,506	4,598
		TOTAL CONTRACTED SALARY	82,758	84,360	85,960	90,767	93,969	96,104	99,308	101,447	104,649	106,783
		Self-Selected Professional Growth (14 hours)	849	865	882	931	964	986	1,019	1,040	1,073	1,095
		Technology Professional Growth (7 Hours)	424	433	441	465	482	493	509	520	537	548
		District Optional Professional Growth (7 hours)	424	433	441	465	482	493	509	520	537	548
		TOTAL SALARY AVAILABLE	84,455	86,091	87,724	92,628	95,897	98,076	101,345	103,527	106,796	108,974
13	14	Base	79,194	80,727	82,259	86,858	89,923	94,527	97,592	104,740	107,808	109,850
		Responsibility and Incentive	3,564	3,633	3,702	3,909	4,047	4,254	4,392	4,713	4,851	4,943
		TOTAL CONTRACTED SALARY	82,758	84,360	85,960	90,767	93,969	98,780	101,983	109,454	112,660	114,793
		Self-Selected Professional Growth (14 hours)	849	865	882	931	964	1,013	1,046	1,123	1,155	1,177
		Technology Professional Growth (7 Hours)	424	433	441	465	482	507	523	561	578	589
		District Optional Professional Growth (7 hours)	424	433	441	465	482	507	523	561	578	589
		TOTAL SALARY AVAILABLE	84,455	86,091	87,724	92,628	95,897	100,807	104,075	111,699	114,971	117,148
14	15	Base	79,194	80,727	82,259	86,858	89,923	94,527	97,592	104,740	107,808	109,850
		Responsibility and Incentive	3,564	3,633	3,702	3,909	4,047	4,254	4,392	4,713	4,851	4,943
		TOTAL CONTRACTED SALARY	82,758	84,360	85,960	90,767	93,969	98,780	101,983	109,454	112,660	114,793
		Self-Selected Professional Growth (14 hours)	849	865	882	931	964	1,013	1,046	1,123	1,155	1,177
		Technology Professional Growth (7 Hours)	424	433	441	465	482	507	523	561	578	589
		District Optional Professional Growth (7 hours)	424	433	441	465	482	507	523	561	578	589
		TOTAL SALARY AVAILABLE	84,455	86,091	87,724	92,628	95,897	100,807	104,075	111,699	114,971	117,148

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15	16	Base	79,194	80,727	82,259	86,858	89,923	94,527	97,592	104,740	107,808	109,850
		Responsibility and Incentive	3,564	3,633	3,702	3,909	4,047	4,254	4,392	4,713	4,851	4,943
		TOTAL CONTRACTED SALARY	82,758	84,360	85,960	90,767	93,969	98,780	101,983	109,454	112,660	114,793
		Self-Selected Professional Growth (14 hours)	849	865	882	931	964	1,013	1,046	1,123	1,155	1,177
		Technology Professional Growth (7 Hours)	424	433	441	465	482	507	523	561	578	589
		District Optional Professional Growth (7 hours)	424	433	441	465	482	507	523	561	578	589
		TOTAL SALARY AVAILABLE	84,455	86,091	87,724	92,628	95,897	100,807	104,075	111,699	114,971	117,148
16	17	Base	79,194	80,727	82,259	86,858	89,923	94,527	97,592	104,740	107,808	109,850
		Responsibility and Incentive	3,564	3,633	3,702	3,909	4,047	4,254	4,392	4,713	4,851	4,943
		TOTAL CONTRACTED SALARY	82,758	84,360	85,960	90,767	93,969	98,780	101,983	109,454	112,660	114,793
		Self-Selected Professional Growth (14 hours)	849	865	882	931	964	1,013	1,046	1,123	1,155	1,177
		Technology Professional Growth (7 Hours)	424	433	441	465	482	507	523	561	578	589
		District Optional Professional Growth (7 hours)	424	433	441	465	482	507	523	561	578	589
		TOTAL SALARY AVAILABLE	84,455	86,091	87,724	92,628	95,897	100,807	104,075	111,699	114,971	117,148
17	18	Base	79,194	80,727	82,259	86,858	89,923	94,527	97,592	104,740	107,808	109,850
		Responsibility and Incentive	3,564	3,633	3,702	3,909	4,047	4,254	4,392	4,713	4,851	4,943
		TOTAL CONTRACTED SALARY	82,758	84,360	85,960	90,767	93,969	98,780	101,983	109,454	112,660	114,793
		Self-Selected Professional Growth (14 hours)	849	865	882	931	964	1,013	1,046	1,123	1,155	1,177
		Technology Professional Growth (7 Hours)	424	433	441	465	482	507	523	561	578	589
		District Optional Professional Growth (7 hours)	424	433	441	465	482	507	523	561	578	589
		TOTAL SALARY AVAILABLE	84,455	86,091	87,724	92,628	95,897	100,807	104,075	111,699	114,971	117,148
18	19	Base	79,194	80,727	82,259	86,858	89,923	94,527	97,592	104,740	107,808	109,850
		Responsibility and Incentive	3,564	3,633	3,702	3,909	4,047	4,254	4,392	4,713	4,851	4,943
		TOTAL CONTRACTED SALARY	82,758	84,360	85,960	90,767	93,969	98,780	101,983	109,454	112,660	114,793
		Self-Selected Professional Growth (14 hours)	849	865	882	931	964	1,013	1,046	1,123	1,155	1,177
		Technology Professional Growth (7 Hours)	424	433	441	465	482	507	523	561	578	589
		District Optional Professional Growth (7 hours)	424	433	441	465	482	507	523	561	578	589
		TOTAL SALARY AVAILABLE	84,455	86,091	87,724	92,628	95,897	100,807	104,075	111,699	114,971	117,148
19	20	Base	83,154	84,765	86,371	91,201	94,419	99,253	102,471	109,977	113,198	115,342
		Responsibility and Incentive	3,742	3,814	3,887	4,104	4,249	4,466	4,611	4,949	5,094	5,190
		TOTAL CONTRACTED SALARY	86,896	88,580	90,258	95,305	98,668	103,719	107,082	114,926	118,292	120,533
		Self-Selected Professional Growth (14 hours)	891	909	926	977	1,012	1,064	1,098	1,179	1,213	1,236
		Technology Professional Growth (7 Hours)	446	454	463	489	506	532	549	589	607	618
		District Optional Professional Growth (7 hours)	446	454	463	489	506	532	549	589	607	618
		TOTAL SALARY AVAILABLE	88,679	90,397	92,110	97,260	100,692	105,847	109,278	117,283	120,719	123,005