

2022-2023 TEA Certificated Salary Schedule
Effective 09/01/2022

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	62,046	62,624	63,198	64,189	67,576	74,267	73,369	75,895	79,276	81,521
		Responsibility and Incentive	2,792	2,818	2,844	2,888	3,041	3,342	3,302	3,415	3,567	3,668
		TOTAL CONTRACTED SALARY	64,838	65,442	66,042	67,077	70,617	77,609	76,671	79,311	82,843	85,189
		Self-Selected Professional Growth (14 hours)	665	671	677	688	724	796	786	813	850	874
		Technology Professional Growth (7 Hours)	333	336	339	344	362	398	393	407	425	437
		District Optional Professional Growth (7 hours)	333	336	339	344	362	398	393	407	425	437
		TOTAL SALARY AVAILABLE	66,169	66,785	67,397	68,453	72,065	79,201	78,243	80,938	84,543	86,937
1	2	Base	62,622	63,066	64,755	67,009	70,459	74,848	76,275	78,710	82,102	84,430
		Responsibility and Incentive	2,818	2,838	2,914	3,015	3,171	3,368	3,432	3,542	3,695	3,799
		TOTAL CONTRACTED SALARY	65,440	65,904	67,669	70,025	73,630	78,216	79,708	82,252	85,797	88,229
		Self-Selected Professional Growth (14 hours)	671	676	694	718	755	802	818	844	880	905
		Technology Professional Growth (7 Hours)	336	338	347	359	378	401	409	422	440	452
		District Optional Professional Growth (7 hours)	336	338	347	359	378	401	409	422	440	452
		TOTAL SALARY AVAILABLE	66,783	67,256	69,057	71,461	75,141	79,820	81,344	83,940	87,557	90,038
2	3	Base	63,573	65,255	66,927	69,205	72,668	75,168	78,432	80,741	84,204	86,510
		Responsibility and Incentive	2,861	2,936	3,012	3,114	3,270	3,383	3,529	3,633	3,789	3,893
		TOTAL CONTRACTED SALARY	66,434	68,191	69,938	72,319	75,938	78,551	81,962	84,374	87,993	90,403
		Self-Selected Professional Growth (14 hours)	681	699	717	742	779	806	841	865	902	927
		Technology Professional Growth (7 Hours)	341	350	359	371	389	403	420	433	451	464
		District Optional Professional Growth (7 hours)	341	350	359	371	389	403	420	433	451	464
		TOTAL SALARY AVAILABLE	67,797	69,590	71,373	73,803	77,495	80,163	83,643	86,105	89,797	92,258
3	4	Base	65,096	66,749	68,442	70,706	74,097	76,466	79,752	82,019	85,415	87,682
		Responsibility and Incentive	2,929	3,004	3,080	3,182	3,334	3,441	3,589	3,691	3,844	3,946
		TOTAL CONTRACTED SALARY	68,025	69,753	71,522	73,888	77,432	79,907	83,341	85,710	89,258	91,628
		Self-Selected Professional Growth (14 hours)	698	715	734	758	794	820	855	879	915	940
		Technology Professional Growth (7 Hours)	349	358	367	379	397	410	427	440	458	470
		District Optional Professional Growth (7 hours)	349	358	367	379	397	410	427	440	458	470
		TOTAL SALARY AVAILABLE	69,421	71,184	72,990	75,404	79,020	81,547	85,050	87,469	91,089	93,508
4	5	Base	67,223	68,901	70,576	72,817	76,179	78,433	81,783	84,021	87,381	89,621
		Responsibility and Incentive	3,025	3,101	3,176	3,277	3,428	3,530	3,680	3,781	3,932	4,033
		TOTAL CONTRACTED SALARY	70,248	72,002	73,751	76,094	79,607	81,963	85,464	87,802	91,313	93,654
		Self-Selected Professional Growth (14 hours)	720	738	756	780	816	841	877	901	937	961
		Technology Professional Growth (7 Hours)	360	369	378	390	408	420	438	450	468	480
		District Optional Professional Growth (7 hours)	360	369	378	390	408	420	438	450	468	480
		TOTAL SALARY AVAILABLE	71,688	73,478	75,263	77,654	81,239	83,644	87,217	89,603	93,186	95,575

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5	6	Base	69,338	71,003	72,664	74,890	78,215	80,428	83,760	85,981	89,307	91,529
		Responsibility and Incentive	3,120	3,195	3,270	3,370	3,520	3,619	3,769	3,869	4,019	4,119
		TOTAL CONTRACTED SALARY	72,458	74,198	75,934	78,261	81,734	84,047	87,529	89,850	93,326	95,647
		Self-Selected Professional Growth (14 hours)	743	761	779	803	838	862	898	922	957	981
		Technology Professional Growth (7 Hours)	372	380	389	401	419	431	449	461	479	490
		District Optional Professional Growth (7 hours)	372	380	389	401	419	431	449	461	479	490
		TOTAL SALARY AVAILABLE	73,945	75,719	77,491	79,866	83,410	85,771	89,325	91,694	95,241	97,608
6	7	Base	72,111	73,775	75,446	77,656	80,986	83,207	86,537	88,753	92,083	94,297
		Responsibility and Incentive	3,245	3,320	3,395	3,495	3,644	3,744	3,894	3,994	4,144	4,243
		TOTAL CONTRACTED SALARY	75,356	77,095	78,841	81,150	84,630	86,951	90,431	92,747	96,227	98,541
		Self-Selected Professional Growth (14 hours)	773	791	809	832	868	892	928	951	987	1,011
		Technology Professional Growth (7 Hours)	386	395	404	416	434	446	464	476	493	505
		District Optional Professional Growth (7 hours)	386	395	404	416	434	446	464	476	493	505
		TOTAL SALARY AVAILABLE	76,901	78,676	80,458	82,814	86,366	88,735	92,287	94,650	98,200	100,562
7	8	Base	74,154	75,798	77,443	79,645	82,940	85,133	88,428	90,621	93,925	96,120
		Responsibility and Incentive	3,337	3,411	3,485	3,584	3,732	3,831	3,979	4,078	4,227	4,325
		TOTAL CONTRACTED SALARY	77,491	79,209	80,928	83,229	86,672	88,964	92,407	94,699	98,152	100,445
		Self-Selected Professional Growth (14 hours)	795	812	830	854	889	912	948	971	1,007	1,030
		Technology Professional Growth (7 Hours)	397	406	415	427	444	456	474	486	503	515
		District Optional Professional Growth (7 hours)	397	406	415	427	444	456	474	486	503	515
		TOTAL SALARY AVAILABLE	79,080	80,833	82,588	84,937	88,449	90,788	94,303	96,642	100,165	102,505
8	9	Base	76,894	78,539	80,190	82,387	85,682	87,881	91,177	93,372	96,667	98,863
		Responsibility and Incentive	3,460	3,534	3,609	3,707	3,856	3,955	4,103	4,202	4,350	4,449
		TOTAL CONTRACTED SALARY	80,355	82,074	83,799	86,094	89,537	91,836	95,280	97,574	101,017	103,312
		Self-Selected Professional Growth (14 hours)	824	842	859	883	918	942	977	1,001	1,036	1,060
		Technology Professional Growth (7 Hours)	412	421	430	442	459	471	489	500	518	530
		District Optional Professional Growth (7 hours)	412	421	430	442	459	471	489	500	518	530
		TOTAL SALARY AVAILABLE	82,003	83,758	85,518	87,861	91,373	93,720	97,235	99,575	103,089	105,432
9	10	Base	79,645	81,289	82,940	85,133	88,428	90,621	93,925	96,120	99,416	101,616
		Responsibility and Incentive	3,584	3,658	3,732	3,831	3,979	4,078	4,227	4,325	4,474	4,573
		TOTAL CONTRACTED SALARY	83,229	84,947	86,672	88,964	92,407	94,699	98,152	100,445	103,890	106,189
		Self-Selected Professional Growth (14 hours)	854	871	889	912	948	971	1,007	1,030	1,066	1,089
		Technology Professional Growth (7 Hours)	427	436	444	456	474	486	503	515	533	545
		District Optional Professional Growth (7 hours)	427	436	444	456	474	486	503	515	533	545
		TOTAL SALARY AVAILABLE	84,937	86,690	88,449	90,788	94,303	96,642	100,165	102,505	106,022	108,368

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10	11	Base	82,387	84,034	85,682	87,881	91,177	93,372	96,667	98,863	102,159	104,359
		Responsibility and Incentive	3,707	3,782	3,856	3,955	4,103	4,202	4,350	4,449	4,597	4,696
		TOTAL CONTRACTED SALARY	86,094	87,816	89,537	91,836	95,280	97,574	101,017	103,312	106,756	109,055
		Self-Selected Professional Growth (14 hours)	883	901	918	942	977	1,001	1,036	1,060	1,095	1,119
		Technology Professional Growth (7 Hours)	442	450	459	471	489	500	518	530	547	559
		District Optional Professional Growth (7 hours)	442	450	459	471	489	500	518	530	547	559
		TOTAL SALARY AVAILABLE	87,861	89,617	91,373	93,720	97,235	99,575	103,089	105,432	108,945	111,292
11	12	Base	85,133	86,782	88,428	90,621	93,925	96,120	99,416	101,616	104,911	107,104
		Responsibility and Incentive	3,831	3,905	3,979	4,078	4,227	4,325	4,474	4,573	4,721	4,820
		TOTAL CONTRACTED SALARY	88,964	90,687	92,407	94,699	98,152	100,445	103,890	106,189	109,632	111,924
		Self-Selected Professional Growth (14 hours)	912	930	948	971	1,007	1,030	1,066	1,089	1,124	1,148
		Technology Professional Growth (7 Hours)	456	465	474	486	503	515	533	545	562	574
		District Optional Professional Growth (7 hours)	456	465	474	486	503	515	533	545	562	574
		TOTAL SALARY AVAILABLE	90,788	92,547	94,303	96,642	100,165	102,505	106,022	108,368	111,880	114,220
12	13	Base	85,133	86,782	88,428	93,372	96,667	98,863	102,159	104,359	107,654	109,848
		Responsibility and Incentive	3,831	3,905	3,979	4,202	4,350	4,449	4,597	4,696	4,844	4,943
		TOTAL CONTRACTED SALARY	88,964	90,687	92,407	97,574	101,017	103,312	106,756	109,055	112,498	114,791
		Self-Selected Professional Growth (14 hours)	912	930	948	1,001	1,036	1,060	1,095	1,119	1,154	1,177
		Technology Professional Growth (7 Hours)	456	465	474	500	518	530	547	559	577	589
		District Optional Professional Growth (7 hours)	456	465	474	500	518	530	547	559	577	589
		TOTAL SALARY AVAILABLE	90,788	92,547	94,303	99,575	103,089	105,432	108,945	111,292	114,806	117,146
13	14	Base	85,133	86,782	88,428	93,372	96,667	101,616	104,911	112,596	115,894	118,088
		Responsibility and Incentive	3,831	3,905	3,979	4,202	4,350	4,573	4,721	5,067	5,215	5,314
		TOTAL CONTRACTED SALARY	88,964	90,687	92,407	97,574	101,017	106,189	109,632	117,663	121,109	123,402
		Self-Selected Professional Growth (14 hours)	912	930	948	1,001	1,036	1,089	1,124	1,207	1,242	1,266
		Technology Professional Growth (7 Hours)	456	465	474	500	518	545	562	603	621	633
		District Optional Professional Growth (7 hours)	456	465	474	500	518	545	562	603	621	633
		TOTAL SALARY AVAILABLE	90,788	92,547	94,303	99,575	103,089	108,368	111,880	120,076	123,593	125,934
14	15	Base	85,133	86,782	88,428	93,372	96,667	101,616	104,911	112,596	115,894	118,088
		Responsibility and Incentive	3,831	3,905	3,979	4,202	4,350	4,573	4,721	5,067	5,215	5,314
		TOTAL CONTRACTED SALARY	88,964	90,687	92,407	97,574	101,017	106,189	109,632	117,663	121,109	123,402
		Self-Selected Professional Growth (14 hours)	912	930	948	1,001	1,036	1,089	1,124	1,207	1,242	1,266
		Technology Professional Growth (7 Hours)	456	465	474	500	518	545	562	603	621	633
		District Optional Professional Growth (7 hours)	456	465	474	500	518	545	562	603	621	633
		TOTAL SALARY AVAILABLE	90,788	92,547	94,303	99,575	103,089	108,368	111,880	120,076	123,593	125,934

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15	16	Base	85,133	86,782	88,428	93,372	96,667	101,616	104,911	112,596	115,894	118,088
		Responsibility and Incentive	3,831	3,905	3,979	4,202	4,350	4,573	4,721	5,067	5,215	5,314
		TOTAL CONTRACTED SALARY	88,964	90,687	92,407	97,574	101,017	106,189	109,632	117,663	121,109	123,402
		Self-Selected Professional Growth (14 hours)	912	930	948	1,001	1,036	1,089	1,124	1,207	1,242	1,266
		Technology Professional Growth (7 Hours)	456	465	474	500	518	545	562	603	621	633
		District Optional Professional Growth (7 hours)	456	465	474	500	518	545	562	603	621	633
		TOTAL SALARY AVAILABLE	90,788	92,547	94,303	99,575	103,089	108,368	111,880	120,076	123,593	125,934
16	17	Base	85,133	86,782	88,428	93,372	96,667	101,616	104,911	112,596	115,894	118,088
		Responsibility and Incentive	3,831	3,905	3,979	4,202	4,350	4,573	4,721	5,067	5,215	5,314
		TOTAL CONTRACTED SALARY	88,964	90,687	92,407	97,574	101,017	106,189	109,632	117,663	121,109	123,402
		Self-Selected Professional Growth (14 hours)	912	930	948	1,001	1,036	1,089	1,124	1,207	1,242	1,266
		Technology Professional Growth (7 Hours)	456	465	474	500	518	545	562	603	621	633
		District Optional Professional Growth (7 hours)	456	465	474	500	518	545	562	603	621	633
		TOTAL SALARY AVAILABLE	90,788	92,547	94,303	99,575	103,089	108,368	111,880	120,076	123,593	125,934
17	18	Base	85,133	86,782	88,428	93,372	96,667	101,616	104,911	112,596	115,894	118,088
		Responsibility and Incentive	3,831	3,905	3,979	4,202	4,350	4,573	4,721	5,067	5,215	5,314
		TOTAL CONTRACTED SALARY	88,964	90,687	92,407	97,574	101,017	106,189	109,632	117,663	121,109	123,402
		Self-Selected Professional Growth (14 hours)	912	930	948	1,001	1,036	1,089	1,124	1,207	1,242	1,266
		Technology Professional Growth (7 Hours)	456	465	474	500	518	545	562	603	621	633
		District Optional Professional Growth (7 hours)	456	465	474	500	518	545	562	603	621	633
		TOTAL SALARY AVAILABLE	90,788	92,547	94,303	99,575	103,089	108,368	111,880	120,076	123,593	125,934
18	19	Base	85,133	86,782	88,428	93,372	96,667	101,616	104,911	112,596	115,894	118,088
		Responsibility and Incentive	3,831	3,905	3,979	4,202	4,350	4,573	4,721	5,067	5,215	5,314
		TOTAL CONTRACTED SALARY	88,964	90,687	92,407	97,574	101,017	106,189	109,632	117,663	121,109	123,402
		Self-Selected Professional Growth (14 hours)	912	930	948	1,001	1,036	1,089	1,124	1,207	1,242	1,266
		Technology Professional Growth (7 Hours)	456	465	474	500	518	545	562	603	621	633
		District Optional Professional Growth (7 hours)	456	465	474	500	518	545	562	603	621	633
		TOTAL SALARY AVAILABLE	90,788	92,547	94,303	99,575	103,089	108,368	111,880	120,076	123,593	125,934
19	20	Base	89,391	91,123	92,849	98,041	101,501	106,697	110,156	118,225	121,688	123,993
		Responsibility and Incentive	4,023	4,101	4,178	4,412	4,568	4,801	4,957	5,320	5,476	5,580
		TOTAL CONTRACTED SALARY	93,413	95,223	97,027	102,453	106,068	111,498	115,114	123,545	127,164	129,573
		Self-Selected Professional Growth (14 hours)	958	977	995	1,051	1,088	1,144	1,181	1,267	1,304	1,329
		Technology Professional Growth (7 Hours)	479	488	498	525	544	572	590	634	652	664
		District Optional Professional Growth (7 hours)	479	488	498	525	544	572	590	634	652	664
		TOTAL SALARY AVAILABLE	95,329	97,176	99,018	104,554	108,244	113,786	117,475	126,080	129,772	132,230