

Texans Can Academies Compensation Plan & Salary Schedules

**Teacher Annual Salary Schedule**

*For Initial Hiring Purposes Only*

Step	Non-Certified <sup>1, 2</sup> (TS-1)	Certified Bachelors (TS-2)	Certified Masters <sup>2</sup> (TS-3)
<b>0</b>	<b>40,500</b>	<b>49,000</b>	<b>50,000</b>
1	40,905	49,600	50,600
2	41,314	50,000	51,000
3	41,727	51,000	52,000
4	42,353	52,000	53,000
<b>5</b>	<b>42,988</b>	<b>53,000</b>	<b>54,000</b>
6	43,848	54,000	55,000
7	44,725	55,000	56,000
8	45,620	56,000	57,000
9	46,532	57,000	58,000
<b>10</b>	<b>47,928</b>	<b>58,000</b>	<b>59,000</b>
11	49,366	59,000	60,000
12	49,366	60,000	61,000
13	50,353	61,000	62,000
14	50,353	62,000	63,000
<b>15</b>	<b>51,360</b>	<b>63,000</b>	<b>64,000</b>
16	51,360	64,000	65,000
17	52,387	65,000	66,000
18	52,387	66,000	67,000
19	53,435	67,000	68,000
<b>20</b>	<b>53,435</b>	<b>68,000</b>	<b>69,000</b>
21	53,970	69,000	70,000
22	53,970	70,000	71,000
23	54,509	71,000	72,000
24	54,509	72,000	73,000
<b>25</b>	<b>55,054</b>	<b>73,000</b>	<b>74,000</b>

**NOTE:** Employees will move to the higher pay grades the next pay period after appropriate notification of obtaining a certificate or degree.

1 – Probationary Certificates are considered non-certified and hired under the non-certified pay scale.

2 – Non-certified teachers must be “Highly Qualified”, in accordance with the *No Child Left Behind Act*. Non-certified teachers with a Masters Degree will earn an additional \$1,000.

3 – Creditable years of service up to ten years will be granted.

**Note:** The salaries and pay rates listed are for the present school year. Subsequent increases will be based on the employees’ performance evaluations, or other criteria approved by the President.

This compensation plan provides general information on employment pay and salaries.

It does not represent an expressed nor implied contract.