

Texans Can Academies Compensation Plan & Salary Schedules

**Teacher Annual Salary Schedule**

*For Initial Hiring Purposes Only*

Step	Non-Certified <sup>1</sup>	Non-Certified Masters <sup>1</sup>	Certified Bachelors	Certified Masters
<b>0</b>	<b>44,000</b>	<b>45,000</b>	<b>52,000</b>	<b>53,000</b>
1	45,000	46,000	53,000	54,000
2	45,500	46,500	53,500	54,500
3	46,500	47,500	54,500	55,500
4	47,500	48,500	55,500	56,500
<b>5</b>	<b>49,000</b>	<b>50,000</b>	<b>57,000</b>	<b>58,000</b>
6	50,000	51,000	58,000	59,000
7	51,000	52,000	59,000	60,000
8	52,000	53,000	60,000	61,000
9	53,000	54,000	61,000	62,000
<b>10</b>	<b>54,000</b>	<b>55,000</b>	<b>62,000</b>	<b>63,000</b>
11	55,000	56,000	63,000	64,000
12	56,000	57,000	64,000	65,000
13	57,000	58,000	65,000	66,000
14	58,000	59,000	66,000	67,000
<b>15</b>	<b>59,000</b>	<b>60,000</b>	<b>67,000</b>	<b>68,000</b>
16	60,000	61,000	68,000	69,000
17	61,000	62,000	69,000	70,000
18	62,000	63,000	70,000	71,000
19	63,000	64,000	71,000	72,000
<b>20</b>	<b>64,000</b>	<b>65,000</b>	<b>72,000</b>	<b>73,000</b>

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

1 – Non-certified teachers must be “Highly Qualified”, in accordance with the *No Child Left Behind Act*.

**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.

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This compensation plan provides general information on employment pay and salaries.  
It does not represent an expressed nor implied contract.