

Texans Can Academies Compensation Plan & Salary Schedules

Teacher Annual Salary Schedule

For Initial Hiring Purposes Only

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

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.

2 – TCA accepts up to 10 years prior experience upon hiring.

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.

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Teacher Annual Salary Schedule
Returning Teacher Salary Schedule

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

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