

## NZISD Compensation Plan

The following pay structures were approved by the Board of Trustees of North Zulch ISD on May 20, 2024 and are effective for the 2024–25 school year.

### 2024–25 Salary Scale for Teachers

Years of Experience	Salary
0	\$42,500
1	\$43,300
2	\$44,100
3	\$44,900
4	\$45,700
5	\$46,500
6	\$47,300
7	\$48,100
8	\$48,900
9	\$49,700
10	\$50,500
11	\$51,300
12	\$52,100
13	\$52,900
14	\$53,700
15	\$54,500
16	\$55,300
17	\$56,100
18	\$56,900
19	\$57,700
20	\$58,500
21	\$59,300
22	\$60,100
23	\$60,900
24	\$61,700
25+	\$62,500

The salaries listed are based on **10-month** employment for the 2024-25 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

**Substitute Teacher Pay      Per Day**

- Non-certified, non-degreed . . . . . \$80
- Certified or Degreed . . . . . \$90
- Long-term non-degreed . . . . . \$100
- Long-term Degreed. . . . . \$110
- Long-term Degreed & Certified . . \$175

**Summer School or Tutoring**

- Certified Teachers - \$50 per hour
- Instructional Aides - \$35 per hour
- Transportation Driver - \$25 per hour