

## 2025-26 NZISD Compensation

The NZISD Board of Trustees approved the compensation plan on July 28, 2025, effective for the 2025–26 school year, and it is determined on an annual basis. Salary advancement is not guaranteed. Pay increases are based on the yearly pay raise budget approved by the Board of Trustees.

### 2025–26 Salary Scale for Teachers 10-Month Contract

Years of Experience	Salary	Years of Experience	Salary
0	\$42,500	14	\$60,900
1	\$43,100	15	\$61,700
2	\$43,700	16	\$62,500
3	\$48,100	17	\$63,300
4	\$48,900	18	\$64,100
5	\$53,700	19	\$64,900
6	\$54,500	20	\$65,700
7	\$55,300	21	\$66,500
8	\$56,100	22	\$67,300
9	\$56,900	23	\$68,100
10	\$57,700	24	\$68,900
11	\$58,500	25	\$69,700
12	\$59,300	26+	\$70,500
13	\$60,100		

#### 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

*(subject to change due to federal funding)*

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