

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	\$43,300	15	\$61,700
2	\$44,100	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	\$90
Degreed	\$100
Certified	\$110
Long-term non-degreed	\$110
Long-term Degreed.	\$125
Long-term Degreed & Certified . .	\$175

Revised by the Board on September 15, 2025.

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