

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
0	\$42,500
1	\$43,300
2	\$44,100
3	\$48,100
4	\$48,900
5	\$53,700
6	\$54,500
7	\$55,300
8	\$56,100
9	\$56,900
10	\$57,700
11	\$58,500
12	\$59,300
13	\$60,100
14	\$60,900
15	\$61,700
16	\$62,500
17	\$63,300
18	\$64,100
19	\$64,900
20	\$65,700
21	\$66,500
22	\$67,300
23	\$68,100
24	\$68,900
25	\$69,700
26+	\$70,500

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