

## 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 . . . . . \$90  
Certified or Degreed . . . . . \$100  
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