

**Base Salaries for Hard-to-Staff Subject Certified & Non-Certified Teachers:**

Base Salary	Houston		San Antonio		Corpus Christi	
	Non-Certified	Certified	Non-Certified	Certified	Non-Certified	Certified
Mathematics (Grades 3 & up)	\$56,000	\$60,000	\$55,000	\$58,000	\$55,000	\$58,000
Science (Grades 3 & up)	\$56,000	\$60,000	\$55,000	\$58,000	\$55,000	\$58,000
English Language Arts and Reading (Grades 3 & up)	\$56,000	\$60,000	\$55,000	\$58,000	\$55,000	\$58,000
Social Studies (Grades 3 & up)	\$55,000	\$59,000	\$54,000	\$57,000	\$54,000	\$57,000
Generalist (Grades Pre-K - 2)	\$55,000	\$59,000	\$54,000	\$57,000	\$54,000	\$57,000
Computer, Technology Applications, PLTW (Grades 3 & up)	\$56,000	\$60,000	\$55,000	\$58,000	\$55,000	\$58,000
Bilingual, ESL (Grades Pre-K - 12)	N/A	\$60,000	N/A	\$58,000	N/A	\$58,000
GT (Grades Pre-K - 12)	\$56,000	\$60,000	\$55,000	\$58,000	\$55,000	\$58,000
Special Education (Grades Pre-K - 12)	N/A	\$60,000	N/A	\$58,000	N/A	\$58,000
Dyslexia Teacher	\$56,000	\$60,000	\$55,000	\$58,000	\$55,000	\$58,000
All other subjects	\$54,000	\$56,000	\$53,000	\$55,000	\$53,000	\$55,000

### **Certification:**

- Teachers must hold a valid Texas teaching certification, which should not be expired. The types of certifications include standard, one-year, probationary, intern, and lifetime, as listed on the SBEC's website.
- SST may hire teachers with a bachelor's degree who do not possess a valid teaching certification.
- Texas standard certified Math, Science, ELA, Social Studies, ESL, SPED, and Generalist teachers are eligible for an additional stipend of \$500 if they have an ESL endorsement on their standard certifications. Interns, probationary, and one-year certificate holders are also eligible for this stipend.
- A teacher will not be eligible for certification compensation in the 2024-2025 school year if they become certified after 5:00 PM on December 1st. The employee must notify the Human Resources Department of their certification status before this date.
- The Texas teaching certificate must be listed on the SBEC's website.

### **Advanced Degrees:**

- Teachers with a Master's degree will receive an additional \$1000 annually.
- Teachers with a Doctoral degree will receive an additional \$2500 annually.
- Employees are entitled to only a one-degree stipend. If a teacher has both a Master's Degree and a Doctoral Degree, they will receive the Doctoral Degree stipend only.
- This stipend is included in your annual salary and will be prorated based on the number of days you work.

### **Teacher Experience Stipends:**

- Teachers on steps 5-9 will receive an additional \$1,000 annually (Tier I).
- Teachers on steps 10-30 will receive an additional \$2,000 annually (Tier II).
- Teachers are only entitled to a Tier I or Tier II Experience stipend.
- Experience stipends are included in the annual salary and will be **prorated** based on the number of days worked.