

2019-2020 Professional Staff Pay Scales

Pay Step	HB 3 Teacher Payscale	Critical Area Payscale*	Counselor & Librarian Payscale**
0	\$38,000	\$41,500	\$45,299
1	\$38,500	\$42,000	\$45,826
2	\$40,000	\$43,500	\$47,406
3	\$40,500	\$44,000	\$47,933
4	\$41,000	\$44,500	\$48,460
5	\$41,500	\$45,000	\$48,987
6	\$42,000	\$45,500	\$49,513
7	\$42,500	\$46,000	\$50,040
8	\$43,500	\$47,000	\$51,094
9	\$44,500	\$48,000	\$52,147
10	\$45,750	\$49,250	\$53,464
11	\$47,000	\$50,500	\$54,781
12	\$48,000	\$51,500	\$55,834
13	\$49,000	\$52,500	\$56,888
14	\$50,000	\$53,500	\$57,941
15	\$51,000	\$54,500	\$58,995
16	\$51,750	\$55,250	\$59,785
17	\$52,500	\$56,000	\$60,575
18	\$53,250	\$56,750	\$61,365
19	\$54,000	\$57,500	\$62,155
20	\$54,750	\$58,250	\$62,945
21	\$55,000	\$58,500	\$63,209
22	\$55,500	\$59,000	\$63,735
23	\$56,000	\$59,500	\$64,262
24	\$56,500	\$60,000	\$64,789
25	\$57,000	\$60,500	\$65,316
26	\$57,500	\$61,000	\$65,842
27	\$58,000	\$61,500	\$66,369
28	\$58,500	\$62,000	\$66,896
29	\$59,000	\$62,500	\$67,422
30	\$59,500	\$63,000	\$67,949

*= Sabinal ISD provides a \$3500 "critical hiring area" stipend for certain professional staff (secondary math, science, English, social studies, LOTE, Special Ed., Counselor, Librarian, RN, Interventionists & Technology Director). This stipend is applied to the "Critical Area

**= Counselors and the Librarian receive an additional \$1500 stipend which is included in the "Counselor & Librarian Payscale." This payscale also includes an additional (197) 10 days of annual employment.

The annual longevity benefit for all full-time employees will remain in affect for 2019-2020.

