

Pending Approval on July 22, 2019

Proposed Warren ISD

**2019-20 New Hire Guide for
Teachers and Librarians**

\$42,000 starting

Proposed Warren ISD

**2019-20 Salary Range for
Teachers and Librarians**

\$42,000 starting

Years of Experience	2018-2019 New Hire Salary	2019-2020 State HB 3 Minimum Salary	Recommended New Hire Salary	Recommended Above State Minimum	Recommended Amount Above Prior Year
0	\$ 35,000	\$ 33,660	\$ 42,000	\$ 8,340	\$ 7,000
1	\$ 35,000	\$ 34,390	\$ 42,000	\$ 7,610	\$ 7,000
2	\$ 35,000	\$ 35,100	\$ 42,000	\$ 6,900	\$ 7,000
3	\$ 35,000	\$ 35,830	\$ 42,000	\$ 6,170	\$ 7,000
4	\$ 35,000	\$ 37,350	\$ 42,000	\$ 4,650	\$ 7,000
5	\$ 35,634	\$ 38,880	\$ 42,000	\$ 3,120	\$ 6,366
6	\$ 36,874	\$ 40,410	\$ 43,000	\$ 2,590	\$ 6,126
7	\$ 38,114	\$ 41,830	\$ 44,000	\$ 2,170	\$ 5,886
8	\$ 39,264	\$ 43,170	\$ 45,000	\$ 1,830	\$ 5,736
9	\$ 40,354	\$ 44,440	\$ 46,000	\$ 1,560	\$ 5,646
10	\$ 41,384	\$ 45,630	\$ 47,000	\$ 1,370	\$ 5,616
11	\$ 42,354	\$ 46,770	\$ 48,000	\$ 1,230	\$ 5,646
12	\$ 43,274	\$ 47,850	\$ 49,000	\$ 1,150	\$ 5,726
13	\$ 44,154	\$ 48,850	\$ 50,000	\$ 1,150	\$ 5,846
14	\$ 44,964	\$ 49,810	\$ 51,000	\$ 1,190	\$ 6,036
15	\$ 45,744	\$ 50,710	\$ 52,000	\$ 1,290	\$ 6,256
16	\$ 46,474	\$ 51,570	\$ 53,000	\$ 1,430	\$ 6,526
17	\$ 47,174	\$ 52,370	\$ 54,000	\$ 1,630	\$ 6,826
18	\$ 47,824	\$ 53,140	\$ 55,000	\$ 1,860	\$ 7,176
19	\$ 48,444	\$ 53,860	\$ 55,500	\$ 1,640	\$ 7,056
20	\$ 49,034	\$ 54,540	\$ 56,000	\$ 1,460	\$ 6,966
21	\$ 49,584	\$ 54,540	\$ 56,250	\$ 1,710	\$ 6,666
22	\$ 50,084	\$ 54,540	\$ 56,500	\$ 1,960	\$ 6,416
23	\$ 50,584	\$ 54,540	\$ 56,750	\$ 2,210	\$ 6,166
24	\$ 51,084	\$ 54,540	\$ 57,000	\$ 2,460	\$ 5,916
25	\$ 51,584	\$ 54,540	\$ 57,250	\$ 2,710	\$ 5,666
26+	\$ 52,084	\$ 54,540	\$ 57,500	\$ 2,960	\$ 5,416

Base Salary Range

10-Month Salary Range Minimum: \$42,000

10-Month Salary Range Maximum: \$60,000

Continuing Teachers and Librarians will receive a \$5,000 increase. Teachers and Librarians with 6 or more years of experience will receive an additional \$700.

The salaries listed above are based on 10-month employment for the 2018-19 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

Salaries are determined individually with consideration for job-related experience and credentials.

Note : Some Teachers will receive an additional increase to bring them up to the district new hire salary