

Keller ISD
2023 - 2024 New Hire Guide for
Teachers, Librarians, and Nurses (RN)*

Years of Experience	New Hire Bachelors Degree Annual Salary	New Hire Bachelors Degree Daily Rate	New Hire Masters Degree Annual Salary	New Hire Masters Degree Daily Rate	New Hire Doctorate Degree Annual Salary	New Hire Doctorate Degree Daily Rate
0	\$59,000	\$315.51	\$60,000	\$320.86	\$60,500	\$323.53
1	\$59,300	\$317.11	\$60,300	\$322.46	\$60,800	\$325.13
2	\$59,600	\$318.72	\$60,600	\$324.06	\$61,100	\$326.74
3	\$59,900	\$320.32	\$60,900	\$325.67	\$61,400	\$328.34
4	\$60,400	\$322.99	\$61,400	\$328.34	\$61,900	\$331.02
5	\$60,915	\$325.75	\$61,915	\$331.10	\$62,415	\$333.77
6	\$61,300	\$327.81	\$62,300	\$333.16	\$62,800	\$335.83
7	\$61,700	\$329.95	\$62,700	\$335.29	\$63,200	\$337.97
8	\$62,100	\$332.09	\$63,100	\$337.43	\$63,600	\$340.11
9	\$62,800	\$335.83	\$63,800	\$341.18	\$64,300	\$343.85
10	\$63,496	\$339.55	\$64,496	\$344.90	\$64,996	\$347.57
11	\$63,796	\$341.16	\$64,796	\$346.50	\$65,296	\$349.18
12	\$64,094	\$342.75	\$65,094	\$348.10	\$65,594	\$350.77
13	\$64,397	\$344.37	\$65,397	\$349.72	\$65,897	\$352.39
14	\$64,796	\$346.50	\$65,796	\$351.85	\$66,296	\$354.52
15	\$65,291	\$349.15	\$66,291	\$354.50	\$66,791	\$357.17
16	\$65,591	\$350.75	\$66,591	\$356.10	\$67,091	\$358.78
17	\$65,928	\$352.56	\$66,928	\$357.90	\$67,428	\$360.58
18	\$66,344	\$354.78	\$67,344	\$360.13	\$67,844	\$362.80
19	\$66,796	\$357.20	\$67,796	\$362.55	\$68,296	\$365.22
20	\$67,330	\$360.05	\$68,330	\$365.40	\$68,830	\$368.07
21	\$67,730	\$362.19	\$68,730	\$367.54	\$69,230	\$370.21
22	\$68,130	\$364.33	\$69,130	\$369.68	\$69,630	\$372.35
23	\$68,530	\$366.47	\$69,530	\$371.82	\$70,030	\$374.49
24	\$68,930	\$368.61	\$69,930	\$373.96	\$70,430	\$376.63
25	\$69,436	\$371.32	\$70,436	\$376.66	\$70,936	\$379.34
26	\$69,836	\$373.45	\$70,836	\$378.80	\$71,336	\$381.48
27	\$70,336	\$376.13	\$71,336	\$381.48	\$71,836	\$384.15
28	\$71,536	\$382.55	\$72,536	\$387.89	\$73,036	\$390.57
29	\$72,660	\$388.56	\$73,660	\$393.90	\$74,160	\$396.58
30+	\$73,024	\$390.50	\$74,024	\$395.85	\$74,524	\$398.52

*Also includes Athletic Trainers and O & M Specialist.

^Based on a 187-day calendar.

^Experience based on TEA approved creditable year of service.

^Base pay does not include any stipends or other salary supplements.

^For employees on contracts other than 187-days, the annual rate is based on the daily rate multiplied by the number of days worked, i.e., Campus Administrative Assistants, Learning Coach and Curriculum Designer.

This salary plan is for the 2023-24 school year only.

This schedule does not predict future compensation.

Salary advancement is based on the annual budget approved by the Board of Trustees each year.