

Fort Bend ISD 2025-2026 Teacher Pay Scale

with Teacher/Staff Retention Allotments

| Step | Teaching Years Completed | Classroom Teachers * Greater than 4-Hours of Daily Direct Student Instruction | | | Educators on Teacher Pay Scale * Less than 4-Hours of Daily Direct Student Instruction | | |
|------|--------------------------|--|---------------------------|--------------------|---|---------------------------|--------------------|
| | | Base Salary | State Retention Allotment | Total Compensation | Base Salary | State Retention Allotment | Total Compensation |
| 1 | 0 | \$63,000 | \$515 | \$63,515 | \$63,000 | \$515 | \$63,515 |
| 2 | 1 | \$63,250 | \$515 | \$63,765 | \$63,250 | \$515 | \$63,765 |
| 3 | 2 | \$63,500 | \$515 | \$64,015 | \$63,500 | \$515 | \$64,015 |
| 4 | 3 | \$63,750 | \$2,500 | \$66,250 | \$63,750 | \$515 | \$64,265 |
| 5 | 4 | \$64,000 | \$2,500 | \$66,500 | \$64,000 | \$515 | \$64,515 |
| 6 | 5 | \$65,000 | \$5,000 | \$70,000 | \$65,000 | \$515 | \$65,515 |
| 7 | 6 | \$65,500 | \$5,000 | \$70,500 | \$65,500 | \$515 | \$66,015 |
| 8 | 7 | \$66,000 | \$5,000 | \$71,000 | \$66,000 | \$515 | \$66,515 |
| 9 | 8 | \$66,500 | \$5,000 | \$71,500 | \$66,500 | \$515 | \$67,015 |
| 10 | 9 | \$67,000 | \$5,000 | \$72,000 | \$67,000 | \$515 | \$67,515 |
| 11 | 10 | \$68,250 | \$5,000 | \$73,250 | \$68,250 | \$515 | \$68,765 |
| 12 | 11 | \$68,750 | \$5,000 | \$73,750 | \$68,750 | \$515 | \$69,265 |
| 13 | 12 | \$69,250 | \$5,000 | \$74,250 | \$69,250 | \$515 | \$69,765 |
| 14 | 13 | \$69,750 | \$5,000 | \$74,750 | \$69,750 | \$515 | \$70,265 |
| 15 | 14 | \$70,250 | \$5,000 | \$75,250 | \$70,250 | \$515 | \$70,765 |
| 16 | 15 | \$71,750 | \$5,000 | \$76,750 | \$71,750 | \$515 | \$72,265 |
| 17 | 16 | \$72,250 | \$5,000 | \$77,250 | \$72,250 | \$515 | \$72,765 |
| 18 | 17 | \$72,750 | \$5,000 | \$77,750 | \$72,750 | \$515 | \$73,265 |
| 19 | 18 | \$73,250 | \$5,000 | \$78,250 | \$73,250 | \$515 | \$73,765 |
| 20 | 19 | \$73,750 | \$5,000 | \$78,750 | \$73,750 | \$515 | \$74,265 |
| 21 | 20 | \$75,500 | \$5,000 | \$80,500 | \$75,500 | \$515 | \$76,015 |
| 22 | 21 | \$76,000 | \$5,000 | \$81,000 | \$76,000 | \$515 | \$76,515 |
| 23 | 22 | \$76,500 | \$5,000 | \$81,500 | \$76,500 | \$515 | \$77,015 |
| 24 | 23 | \$77,000 | \$5,000 | \$82,000 | \$77,000 | \$515 | \$77,515 |
| 25 | 24 | \$77,500 | \$5,000 | \$82,500 | \$77,500 | \$515 | \$78,015 |
| 26 | 25 | \$79,500 | \$5,000 | \$84,500 | \$79,500 | \$515 | \$80,015 |
| 27 | 26 | \$80,000 | \$5,000 | \$85,000 | \$80,000 | \$515 | \$80,515 |
| 28 | 27 | \$80,500 | \$5,000 | \$85,500 | \$80,500 | \$515 | \$81,015 |
| 29 | 28 | \$81,000 | \$5,000 | \$86,000 | \$81,000 | \$515 | \$81,515 |
| 30 | 29 | \$81,500 | \$5,000 | \$86,500 | \$81,500 | \$515 | \$82,015 |
| 31 | 30 | \$82,000 | \$5,000 | \$87,000 | \$82,000 | \$515 | \$82,515 |
| 32 | 31 | \$82,500 | \$5,000 | \$87,500 | \$82,500 | \$515 | \$83,015 |
| 33 | 32 | \$83,000 | \$5,000 | \$88,000 | \$83,000 | \$515 | \$83,515 |
| 34 | 33 | \$83,500 | \$5,000 | \$88,500 | \$83,500 | \$515 | \$84,015 |
| 35 | 34 | \$84,000 | \$5,000 | \$89,000 | \$84,000 | \$515 | \$84,515 |
| 36 | 35 | \$84,500 | \$5,000 | \$89,500 | \$84,500 | \$515 | \$85,015 |
| 37 | 36 | \$85,000 | \$5,000 | \$90,000 | \$85,000 | \$515 | \$85,515 |
| 38 | 37 | \$85,500 | \$5,000 | \$90,500 | \$85,500 | \$515 | \$86,015 |
| 39 | 38 | \$86,000 | \$5,000 | \$91,000 | \$86,000 | \$515 | \$86,515 |
| 40 | 39 | \$86,500 | \$5,000 | \$91,500 | \$86,500 | \$515 | \$87,015 |
| 41 | 40 | \$87,000 | \$5,000 | \$92,000 | \$87,000 | \$515 | \$87,515 |

Salaries apply to 187/190 day calendars for employees holding a Bachelor's degree

Master's= \$1,100 stipend

Doctorate = \$2,200 stipend

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