



SST Public Schools Salary Schedule

Years of Experience	SST New Certified Teacher Hire Salary- <b>Houston &amp; San Antonio</b>
0	\$50,000
1	\$50,250
2	\$50,500
3	\$50,750
4	\$51,000
5	\$51,250
6	\$51,500
7	\$51,750
8	\$52,000
9	\$52,250
10	\$52,500
11	\$52,750
12	\$53,000
13	\$53,250
14	\$53,500
15	\$53,750
16	\$54,000
17	\$54,250
18	\$54,500
19	\$54,750
20	\$55,000
21	\$55,250
22	\$55,500
23	\$55,750
24	\$56,000
25	\$56,250
26	\$56,500
27	\$56,750
28	\$57,000
29	\$57,250
30	\$57,500
30+	\$57,500

The salary plan above is **only** for new **certified teachers** hired in Houston & San Antonio SST Public Schools for 2018-19 school year and it is based on a 189-day work calendar.



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**Annual Stipends for Hard-to-Staff Subject Areas**

Subject Area	Annual Stipend
Mathematics (Grades 4 & up)	\$2,000
Science (Grades 4 & up)	\$2,000
English Language Arts/Reading (Grades 4 & up)	\$1,000
Social Studies (Grades 4 & up)	\$1,000
Generalist (Grades K-3)	\$1,000
Computer/Tech. Applications (Grades 4 & up)	\$2,000
Bilingual/ESL/GT (Grades K-12)	\$2,000
Special Education (Grades K-12)	\$2,000

**Supplemental Duty Stipends**

Supplemental Duty 2018-19	Annual Stipend
Department Chair	\$2,000
Mentor Teacher	\$750
Extended Day	\$1,000
Saturday Tutoring	\$30/hour
Saturday Extra Duty	\$25/hour
Summer School	\$30/hour

**Certification:**

- Teachers holding a valid (standard, 1 year, probationary, lifetime which is not expired) Texas teaching certificate at the time of hiring/rehiring will be entitled to the salary schedule.
- SST may hire teachers with a bachelor’s degree who do not hold a valid teaching certification. However, non-certified teachers will receive a \$2000 reduction from the base salary schedule.
- Texas standard certified Math, Science, ELA, Social Studies, and generalist teachers are eligible an additional stipend of \$500, if they hold an ESL endorsement in their standard certifications.



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- The Texas teaching certificate must be reflected on the SBEC's website.

#### **Advanced Degrees:**

- Teachers who hold a Master's degree will receive an additional \$1000 annually.
- Teachers who hold a Doctoral degree will receive an additional \$2500 annually (no additional \$1000 for Masters).

#### **Documentation:**

- All years of claimed creditable years of experience must be documented. It is the employee's responsibility to submit original documentation (service records, employment letters, etc.) Foreign documents must be translated into English, transcripts, and diplomas must be evaluated by an evaluation institution in US. It is the responsibility of the foreign authority to provide relevant, and accurate information before any credit is granted. Such experience is considered on a case by case basis.
- Service Records and or Employment Verification Letters should be on a company letterhead, have a physical signature, state the position the employee held, as well as the dates they worked there.