

El Paso ISD
2020-2021 New Hire Guide for
Teachers and Librarians

Years of Experience	New Hire Salary
0	\$52,750
1	\$52,900
2	\$53,050
3	\$53,200
4	\$53,350
5	\$53,550
6	\$53,750
7	\$54,050
8	\$54,350
9	\$54,650
10	\$55,050
11	\$55,450
12	\$55,850
13	\$56,250
14	\$56,775
15	\$57,309
16	\$57,843
17	\$58,378
18	\$58,912
19	\$59,445
20	\$59,980
21	\$60,511
22	\$61,046
23	\$61,580
24	\$62,115
25	\$62,649
26	\$63,182
27	\$63,716
28	\$64,250
29	\$64,785
30+	\$65,319

The salaries listed above are based on 10-month employment for the 2020-2021 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.

An employee on this schedule who has obtained a Master or Doctoral Degree will be eligible to receive a stipend. Please refer to Extra Performance Pay/Instructional Stipends listing for additional information regarding instructional stipends.

At hiring, retired teachers will be limited to no more than step 20 on the TBA schedule based on experience.