

WACO INDEPENDENT SCHOOL DISTRICT

New Teachers Hiring Schedule

2022-2023 School Year

Years of Experience	New Hire Salary
0	\$51,475
1	\$51,925
2	\$52,375
3	\$52,825
4	\$53,325
5	\$53,825
6	\$54,325
7	\$54,825
8	\$55,325
9	\$55,825
10	\$56,225
11	\$56,625
12	\$57,025
13	\$57,425
14	\$57,825
15	\$58,225
16	\$58,725
17	\$59,225
18	\$59,725
19	\$60,225
20	\$60,725
21	\$61,225
22	\$61,625
23	\$62,025
24	\$62,425
25	\$62,825
26	\$63,225
27+	\$63,625

The salaries listed above are based on 10-month employment for the 2022-2023 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.

Bilingual Certification

The salary scale for a teacher with Texas bilingual certification, who are assigned to a bilingual classroom, is based on the hiring schedule noted here, plus a stipend of \$6,000 per year.

ESL Certification

The salary scale for a teacher with a Texas ESL certification, who are assigned ESL students, is based on the hiring schedule noted here, plus a yearly stipend based on percentage of ESL students.

Special Education Certification

The salary scale for a teachers with a Texas special education certification, who are assigned to a special education classroom, is based on the hiring schedule noted here, plus a yearly stipend.

Math & Science Certification

The salary scale for a teacher with a Texas Math or Science certifications, who are assigned to teach Math or Science at the secondary level, is based on the hiring schedule noted here, plus a yearly stipend based on middle or high school placement.



The Waco Independent School District is an equal opportunity educational provider and employer who does not discriminate on the basis of race, color, national origin, sex, religion, age, disability, genetic information or non-proficiency in English language skills in educational programs or activities that it operates or in employment matters. The District is required by Title VI and Title VII of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972; the Age Discrimination Act of 1975, as amended; Section 504 of the Rehabilitation Act of 1973; the Americans with Disabilities Act; and school board policy not to discriminate in such a manner.

For information about your rights or complaints regarding compliance with the nondiscrimination requirements of Title IX, please email titleixcoordinator@wacoisd.org or contact Waco ISD Assistant Superintendent of Human Resources at 254-755-9410 or Assistant Superintendent for Student Services and Support at 254-755-9417. For information or complaints regarding compliance with the nondiscrimination requirements of Title VI and Title VII, as amended, contact the Waco ISD Assistant Superintendent of Human Resources at 254-755-9410. For information or complaints regarding compliance with the nondiscrimination requirements of Section 504 of the Rehabilitation Act of 1973, as amended, contact Waco ISD Special Education Executive Director at 254-755-9569 or write to P.O. Box 27, Waco, TX, 76703.