

## Garland ISD

### 2018-19 New Hire Guide for Teachers and Nurses (RN)

**\$53,000 starting, 1.5% GPI**

Years of Experience	New Hire Salary
0	\$53,000
1	\$53,350
2	\$53,725
3	\$53,975
4	\$54,595
5	\$54,795
6	\$54,995
7	\$55,195
8	\$55,395
9	\$55,595
10	\$55,795
11	\$55,995
12	\$56,195
13	\$56,395
14	\$56,695
15	\$56,995
16	\$57,395
17	\$57,795
18	\$58,195
19	\$58,595
20	\$58,995
21	\$59,395
22	\$59,795
23	\$60,195
24	\$60,595
25+	\$60,995

#### **\$1,300 Master Degree Stipend and \$2,000 Doctorate Degree Stipend**

Continuing Teachers and Nurses (RN) will receive an increase of \$1,000

The salaries listed above are based on 10-month employment for the 2018-19 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.

**2018 – 19 Returning Teachers and Nurses (RN) Pay Plan**  
Garland ISD

**2018 - 19 Salary Range for  
Returning Teachers and Nurses (RN)**

**Pay Scale 100**

**Base Salary Range**

10-Month Salary Range Minimum: \$53,000  
10-Month Salary Range Midpoint: \$66,675  
10-Month Salary Range Maximum: \$80,350

Returning Teachers and Nurses (RN) salary will reflect a raise of \$1,000 which is 1.50% of midpoint.

	<b>Min</b>	<b>Mid</b>	<b>Max</b>
<b>Daily</b>	<b>\$283.43</b>	<b>\$356.55</b>	<b>\$429.67</b>
<b>187 Days</b>	53,000	66,675	80,350

Master's Degree Stipend: \$1,300  
Doctorate Degree Stipend: \$2,000

Salaries of Returning Teacher and Nurses are not reflected on the New Hire Scale. The New Hire Scale applies only to new hires for 2018-2019.

The salaries listed are based on 10-month employment for the 2018-19 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.

Salaries are determined individually with consideration for job-related experience and credentials.