



**Legacy Preparatory Charter
Academy - Mesquite West
2026 - 2027
TEACHER SALARY SCALE 190-DAY
CALENDAR**



Board
Approved
04/08/2026

Documented Years of Teacher Service	Non-Certified Bachelor's	Certified Bachelor's
0	51,000	56,000
1	52,200	57,200
2	52,450	57,450
3	55,500	60,500
4	56,000	60,750
5	60,250	65,000
6	60,500	65,500
7	61,000	65,750
8	61,250	66,000
9	61,500	66,250
10	62,000	66,500
11	62,250	67,000
12	62,500	67,250
13	62,750	67,500
14	63,000	67,750
15	63,250	68,000
16	63,500	68,750
17	63,750	69,000
18	64,000	69,250
19	64,250	69,500
20	64,500	69,750
21	64,750	70,750
22	65,000	71,000
23	65,250	71,250
24	65,500	71,500
25	65,750	71,750
26	66,000	73,000
27	66,250	73,250
28	66,500	73,500
29	66,750	73,750
30+	67,000	74,000

Advanced
Degree:

Masters
\$1,000.00
Doctorate
\$2,000.00

* Starting salary is based on documented years of experience as a teacher of record. Applicant is responsible for submitting official state service records. If no service record is submitted salary will begin at 0 years level.

Salary scales 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 Directors.

Salaries updated to reflect HB2 Teacher Retention Allotment and Support Staff Retention Allotment.

Salaries updated because of HB2 are contingent upon TEA Funding

A non-certified teacher, must enroll in a Teacher Alternative Certification Program by May 1st each year to qualify for a salary change.

District Benefits: \$350 toward Employee Health Insurance. District paid LTD (Long-Term Disability) and District paid Life Insurance 1 year of salary with a cap of 100k.



2026-2027 Salary Schedule

Teacher Assistant

Documented Experience in Years	High School	Associate's	Bachelor's	Master's
0	22,000	22,500	22,750	23,000
1	23,200	23,700	23,950	24,200
2	23,700	24,200	24,450	24,700
3	24,200	24,700	24,950	25,200
4	24,700	25,200	25,450	26,200
5	25,200	25,700	25,950	26,200
6	25,700	26,200	26,450	26,700
7	26,200	26,700	26,950	27,200
8	26,700	27,200	27,450	27,700
9	27,200	27,700	27,950	28,200
10+	27,700	28,200	28,450	28,700
*Newly hired Teacher Assistant must provide HR with the appropriate documentation, transcripts, and certified Service Record to determine Teacher Assistant's salary.				

Tutor

Documented Experience in Years	Associate's	Bachelor's	Master's
0	41,000	41,300	41,600
1	42,200	42,500	42,800
2	42,500	42,800	43,100
3	42,800	43,100	43,400
4	43,100	43,400	43,700
5	43,400	43,700	44,000
6	43,700	44,000	44,300
7	44,000	44,300	45,600
8	44,300	44,600	44,900
9	44,600	44,900	45,200
10+	44,900	45,200	45,500
*Applicants who hold a valid Texas teacher certification in math, science, or ELAR will receive an increase in their base salary of \$1,000.			



2026 – 2027 Salary Schedule

Counselors

Position	Work Days	Salary Range
College and Career Ready Counselor	209	65,000 - 76,200
Counselor	204	60,000 – 71,200

Campus Clerical

Position	Work Days	Salary Range
Office Manager	226	35,000 - 41,200
Administrative Assistant	200	26,000 - 32,200
PEIMS Data Clerk	218	27,000 - 33,200

Clinic

Position	Work Days	Salary Range
District RN	194	53,000 – 69,200
School Medic	194	30,000 – 36,200
Clinic Aide	194	25,000 – 31,200

Auxiliary

Position	Work Days	Salary Range
Custodian	247	13.65 – 15.26 per hour
Cafeteria	189	13.00 – 15.79 per hour
Custodian/Maintenance	247	15.00-21.61 per hour

Districtwide Campus

Position	Work Days	Salary Range
Special Education/Populations Director	226	60,000 – 80,000
Child Nutrition Program Coordinator	226	30,000 - 45,000
District Community Liaison	226	35,000 – 41,200
IT Manager	226	45,000 – 55,000
Testing Coordinator	226	55,000 – 70,000
Instructional Coach	205	55,000 – 70,000
Marketing Coordinator	226	55,000 – 65,000

IT

Position	Work Days	Starting Salary
Campus IT Tech	226	35,000 – 41,200



2026-2027 Salaries

Campus Administrators (Pending Board Approval Only)

Documented Experience in Years	0 – 2	3 – 5	6 - 9	10 +	10 + Excellence
Campus Principal	80,000	85,000	90,000	95,000	110,000
Assistant Principal	65,000	70,000	75,000	80,000	82,500

Central

Position	Salary Range	Salary Range	Work Days
Director of Finance	80,000	100,000	226
Director of Operations	80,000	100,000	226
Federal and Special Programs Officer	80,000	100,000	226
Curriculum/Content Director	65,000	100,000	226
Virtual Community Engagement Manager	60,000	70,000	226
Human Resource Manager	60,000	80,000	226
PEIMS & SMS Manager	70,000	80,000	226
Payroll and Benefits Specialist	40,000	75,000	226
Accounts Specialist	40,000	55,000	226
Administrative Assistant to the Superintendent	35,000	45,000	226
Central Administrative Assistant	29,000	36,000	226

Summer School

Position	Salary
Summer School Coordinator	\$45 per hour
Teacher	\$40 per hour
Teacher Assistant	\$30 per hour

Stipends: 2026-2027 (Pending Board Approval)

Campus

Athletic Director	\$5,000	Per Year
Bilingual Teacher****	\$3,000	Per Year
Certified Bilingual****	\$5,000	Per Year
SPED (only certified)	\$5,000	Per Year
****Teachers relocating from Spain are given the option of receiving half of their bilingual stipend on their first pay period. The remainder will be paid out into 23 equal payments in their following pay periods.		
4/5 Math/Science (uncertified)	\$1,000	Per Year
4/5 Math/Science (certified)	\$3,000	Per Year
Secondary Math/Science/IT (uncertified)*	\$3,000	Per Year
Secondary Math/Science/IT (certified)*	\$5,000	Per Year
*4/5 Math Science will only be paid to those having passed the appropriate content test/fully certified.		
**Secondary Math/Science/IT will only be paid to those who have passed the appropriate content test.		
New Teacher Mentor	\$500	Per Semester
4+ Preps	\$3,000	Per Year
7+ Preps	\$5,000	Per Year
RTI Coordinator	\$2,000	Per Year
504 Coordinator	\$2,000	Per Year
Mentor Program Coordinator	\$2,500	Per Year
Testing Coordinator	\$5,000	Per Year
Academic Sponsor	\$500	Per Semester
GT, LPAC, and RTI Campus Coordinators,	Number of Students enrolled	Active School Year (August-May) per month
1 – 50 ELL Students = \$150 51 – 100 ELL Students = \$250 101 – 150 ELL Students = \$300 151 – 200 ELL Students = \$350 201 – 250 ELL Students = \$400		
Sport Team Coaches	\$750	Per Semester
District SPED Coordinator	\$5,000	Per Year
Perfect Attendance	Fall: \$250.00 Spring: \$250.00	Teachers, Teacher Assistants, and Tutors Only
Relocation	Spain: \$1,000	Puerto Rico: \$500
ECMR (Extra Duty Pay)	\$3,000-\$8,000	Per Year *Based on experience
LASO Grant	\$5,000	Per Year *Grant Funded

Frozen-Longevity (Continuous Employment)

4th Year Anniversary	1,200 (Exempt)	600 (Non-Exempt)
5th Year Anniversary	2,400 (Exempt)	1,200 (Non-Exempt)
Eligible Staff: Teachers, Administration Leadership, Counselors, Campus Leadership, IT Manager, Nurse/School Medic Campus/Central Support Staff Instructional Coaches Campus IT Tech		