

**Commerce ISD**  
**2018-19 Pay Structures**  
**New Hire Guide for Teachers, Nurses**

<b>Years of Experience</b>	<b>New Hire Salary</b>
0	\$39,000
1	\$39,200
2	\$39,400
3	\$40,411
4	\$40,817
5	\$41,545
6	\$42,169
7	\$42,377
8	\$42,585
9	\$42,897
10	\$43,209
11	\$43,425
12	\$43,641
13	\$43,877
14	\$44,621
15	\$45,453
16	\$46,285
17	\$47,117
18	\$47,949
19	\$48,781
20+	\$49,530

General Master’s Degree stipend: \$1,000

Salaries listed above are based on 10-month employment.

This salary plan is for the 2018-19 school year only. It does not represent salaries for future years. Salary advancement is based on the annual pay raise budget approved by the Board of Trustees each year.