

**Keller ISD**  
**2023 - 2024 New Hire Guide for**  
**LSSP, OT, PT, and BCBA**

Years of Experience	New Hire Daily Rate	OT/PT	BCBA/LSSP
		New Hire 187 - Day Annual Salary	New Hire 193 - Day Annual Salary
0	\$344.92	\$64,500	\$66,570
1	\$346.52	\$64,800	\$66,879
2	\$348.13	\$65,100	\$67,189
3	\$349.73	\$65,400	\$67,498
4	\$351.34	\$65,700	\$67,808
5	\$352.94	\$66,000	\$68,118
6	\$354.55	\$66,300	\$68,427
7	\$356.15	\$66,600	\$68,737
8	\$360.83	\$67,476	\$69,641
9	\$364.12	\$68,091	\$70,276
10	\$369.39	\$69,076	\$71,292
11	\$374.40	\$70,013	\$72,259
12	\$384.02	\$71,811	\$74,115
13	\$392.04	\$73,311	\$75,663
14	\$399.79	\$74,761	\$77,160
15	\$404.36	\$75,615	\$78,041
16	\$406.42	\$76,001	\$78,440
17	\$408.35	\$76,362	\$78,812
18	\$410.29	\$76,724	\$79,186
19	\$412.23	\$77,087	\$79,560
20	\$413.90	\$77,400	\$79,883
21	\$418.17	\$78,198	\$80,707
22	\$421.07	\$78,741	\$81,267
23	\$423.98	\$79,285	\$81,829
24	\$427.99	\$80,035	\$82,603
25	\$430.93	\$80,583	\$83,169
26	\$434.67	\$81,284	\$83,892
27	\$437.09	\$81,735	\$84,358
28	\$441.91	\$82,637	\$85,288
29	\$445.67	\$83,341	\$86,015
30+	\$448.57	\$83,883	\$86,574

^LSSP/BCBA based upon conferred masters degree; OT/PT based upon licensure; paid at MA level.

^LSSP/BCBA experience based on TEA approved creditable years of service.

^OT/PT experience based on TEA approved creditable service years of service and related external experience.

^Base pay does not include any stipends or other salary supplements.

This salary plan is for the 2023-24 school year only.

This schedule does not predict future compensation.

Salary advancement is based on the annual budget approved by the Board of Trustees each year.