

Keller ISD
2023 - 2024 New Hire Guide for
Counselors, Diagnosticians, and Speech Language Pathologists

| Years of Experience | New Hire BA Daily Rate | New Hire MA Daily Rate | New Hire MA 187-Day Annual Salary | New Hire MA 193-Day Annual Salary | New Hire MA 197-Day Annual Salary | New Hire MA 202-Day Annual Salary | New Hire MA 207-Day Annual Salary |
|---------------------|------------------------|------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| 0 | \$318.18 | \$323.53 | \$60,500 | \$62,441 | \$63,735 | \$65,353 | \$66,971 |
| 1 | \$319.79 | \$325.13 | \$60,800 | \$62,751 | \$64,051 | \$65,677 | \$67,303 |
| 2 | \$321.39 | \$326.74 | \$61,100 | \$63,060 | \$64,367 | \$66,001 | \$67,635 |
| 3 | \$323.64 | \$328.99 | \$61,521 | \$63,495 | \$64,811 | \$66,456 | \$68,101 |
| 4 | \$325.34 | \$330.69 | \$61,839 | \$63,823 | \$65,146 | \$66,799 | \$68,453 |
| 5 | \$328.02 | \$333.36 | \$62,339 | \$64,339 | \$65,673 | \$67,339 | \$69,006 |
| 6 | \$329.62 | \$334.97 | \$62,639 | \$64,649 | \$65,989 | \$67,664 | \$69,338 |
| 7 | \$331.22 | \$336.57 | \$62,939 | \$64,958 | \$66,305 | \$67,988 | \$69,670 |
| 8 | \$333.67 | \$339.02 | \$63,396 | \$65,430 | \$66,786 | \$68,481 | \$70,176 |
| 9 | \$341.12 | \$346.47 | \$64,789 | \$66,868 | \$68,254 | \$69,986 | \$71,718 |
| 10 | \$344.73 | \$350.08 | \$65,465 | \$67,565 | \$68,966 | \$70,716 | \$72,467 |
| 11 | \$346.34 | \$351.68 | \$65,765 | \$67,875 | \$69,282 | \$71,040 | \$72,799 |
| 12 | \$347.94 | \$353.29 | \$66,065 | \$68,185 | \$69,598 | \$71,364 | \$73,131 |
| 13 | \$351.28 | \$356.63 | \$66,690 | \$68,830 | \$70,256 | \$72,039 | \$73,823 |
| 14 | \$358.61 | \$363.96 | \$68,061 | \$70,245 | \$71,701 | \$73,520 | \$75,340 |
| 15 | \$364.71 | \$370.05 | \$69,200 | \$71,420 | \$72,901 | \$74,751 | \$76,601 |
| 16 | \$367.68 | \$373.03 | \$69,756 | \$71,994 | \$73,486 | \$75,351 | \$77,217 |
| 17 | \$370.97 | \$376.32 | \$70,371 | \$72,629 | \$74,134 | \$76,016 | \$77,897 |
| 18 | \$373.14 | \$378.49 | \$70,778 | \$73,049 | \$74,563 | \$76,455 | \$78,348 |
| 19 | \$376.47 | \$381.82 | \$71,400 | \$73,691 | \$75,218 | \$77,127 | \$79,036 |
| 20 | \$379.86 | \$385.20 | \$72,033 | \$74,344 | \$75,885 | \$77,811 | \$79,737 |
| 21 | \$383.26 | \$388.61 | \$72,670 | \$75,002 | \$76,556 | \$78,499 | \$80,442 |
| 22 | \$386.67 | \$392.02 | \$73,308 | \$75,660 | \$77,228 | \$79,188 | \$81,148 |
| 23 | \$389.44 | \$394.79 | \$73,825 | \$76,194 | \$77,773 | \$79,747 | \$81,721 |
| 24 | \$393.12 | \$398.47 | \$74,513 | \$76,904 | \$78,498 | \$80,490 | \$82,482 |
| 25 | \$396.85 | \$402.20 | \$75,211 | \$77,624 | \$79,233 | \$81,244 | \$83,255 |
| 26 | \$399.64 | \$404.99 | \$75,733 | \$78,163 | \$79,783 | \$81,808 | \$83,833 |
| 27 | \$402.94 | \$408.28 | \$76,349 | \$78,799 | \$80,432 | \$82,473 | \$84,515 |
| 28 | \$406.55 | \$411.89 | \$77,024 | \$79,495 | \$81,143 | \$83,202 | \$85,262 |
| 29 | \$409.94 | \$415.28 | \$77,658 | \$80,150 | \$81,811 | \$83,887 | \$85,964 |
| 30+ | \$413.80 | \$419.14 | \$78,380 | \$80,895 | \$82,571 | \$84,667 | \$86,763 |

^Counselor/Diagnostician/ SLP salary based on conferred degree.
^Experience based on TEA approved creditable years of service.
^SLP hired with only bachelor's degree to be paid at BA rate.
^Base pay does not include any stipends or other salary supplements.
This salary plan is for the 2023-24 school year only.
This schedule is not a predictor of future compensation.
Salary advancement is based on the annual budget approved by the Board of Trustees each year.