

**Bay City ISD**  
**Bachelors Degree**  
**2022-2023 New Hire Guide for**  
**Teachers and Librarians**  
**\$50,800 starting**

Years of Experience	New Hire Salary
0	\$50,800
1	\$51,100
2	\$51,475
3	\$51,875
4	\$52,500
5	\$53,200
6	\$54,100
7	\$54,900
8	\$55,648
9	\$56,638
10	\$57,334
11	\$58,319
12	\$59,261
13	\$60,182
14	\$60,932
15	\$61,778
16	\$62,353
17	\$63,338
18	\$64,113
19	\$65,002
20+	\$65,659

**\$1,000 Master's Degree - General Stipend**

The salaries listed above are based on 10-month employment for the 2022-2023 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.