



**Texarkana**  
Independent School District

**TEACHERS, NURSES & LIBRARIANS PAYSCALE**

Step / Years Completed	TISD Bachelor's Scale	TISD Master's Scale
0	\$39,000	\$40,000
1	\$39,265	\$40,265
2	\$39,465	\$40,465
3	\$39,665	\$40,665
4	\$39,865	\$40,865
5	\$40,065	\$41,065
6	\$40,265	\$41,265
7	\$41,120	\$42,120
8	\$42,185	\$43,185
9	\$43,255	\$44,255
10	\$44,265	\$45,265
11	\$45,265	\$46,265
12	\$46,165	\$47,165
13	\$46,965	\$47,965
14	\$47,965	\$48,965
15	\$48,465	\$49,465
16	\$49,540	\$50,540
17	\$50,165	\$51,265
18	\$50,665	\$51,765
19	\$51,265	\$52,365
20	\$52,540	\$53,540
21	\$52,940	\$54,265
22	\$53,265	\$54,665
23	\$53,465	\$54,965
24	\$53,665	\$55,165
25	\$53,865	\$55,365
26	\$54,565	\$55,565
27	\$55,065	\$56,065
+ \$1,000 Shortage Stipend for Secondary Foreign Language		
+ \$3,500 Shortage Stipend 8-12 Math and Science		
+ \$3,500 Shortage Stipend for PK-5th grade Bilingual Teachers		