

Kilgore Independent School District
Pay Scale for Full-Time Teachers
2023-2024

Years Experience	KISD Annual Salary 2023-24	State Base 2023-2024
0	45,000	33,660
1	45,400	34,390
2	45,880	35,100
3	46,280	35,830
4	46,680	37,350
5	47,080	38,880
6	48,480	40,410
7	49,050	41,830
8	49,650	43,170
9	50,250	44,440
10	50,800	45,630
11	51,700	46,770
12	52,800	47,850
13	53,900	48,850
14	55,000	49,810
15	55,880	50,710
16	56,750	51,570
17	57,650	52,370
18	58,400	53,140
19	59,000	53,860
20	59,600	54,540
21	60,350	54,540
22	60,600	54,540
23	61,350	54,540
24	62,050	54,540
25	62,650	54,540
26	63,050	54,540
27	63,450	54,540
28	63,850	54,540
29	64,250	54,540
30 & Over	64,650	54,540

Advance Degree Stipend

\$750 General Studies
\$1,000 Subject-Area Specific

Tested Subject Stipend

\$2,520

Special Ed Life Skills Stipend

\$2,500

Critical Needs Stipend

\$3,060

Bilingual Stipend

\$5,500

Salaries listed are based on 10-month employment for the 2023-24 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on annual budget approved by the Kilgore ISD Board of Trustees.