

Kilgore Independent School District
Pay Scale for Full-Time Teachers
2024-2025

Years Experience	KISD Annual Salary 2024-25	State Base 2024-2025
0	45,000	33,660
1	46,315	34,390
2	46,715	35,100
3	47,195	35,830
4	47,595	37,350
5	47,995	38,880
6	48,395	40,410
7	49,795	41,830
8	50,365	43,170
9	50,965	44,440
10	51,565	45,630
11	52,115	46,770
12	53,015	47,850
13	54,115	48,850
14	55,215	49,810
15	56,315	50,710
16	57,195	51,570
17	58,065	52,370
18	58,965	53,140
19	59,715	53,860
20	60,315	54,540
21	60,915	54,540
22	61,665	54,540
23	61,915	54,540
24	62,665	54,540
25	63,365	54,540
26	63,965	54,540
27	64,365	54,540
28	64,765	54,540
29	65,165	54,540
30 & Over	65,565	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 2024-25 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.