

**Twin Cities International Schools  
Pay Scale 2025-2026  
Licensed Teachers**

<b>Years of Experience</b>	<b>Bachelor's Degree 2025-26</b>	<b>Master's Degree +\$1,500</b>	<b>Master's + 60 credits or Ed.D./Ph.D.</b>
<b>1</b>	\$46,635.47	+ \$3,500	+ \$5,000
<b>2</b>	\$48,027.72	+ \$3,500	+ \$5,000
<b>3</b>	\$49,420.02	+ \$3,500	+ \$5,000
<b>4*</b>	\$50,812.30	+ \$3,500	+ \$5,000
<b>5</b>	\$53,605.95	+ \$3,500	+ \$5,000
<b>6</b>	\$54,998.50	+ \$3,500	+ \$5,000
<b>7</b>	\$56,391.07	+ \$3,500	+ \$5,000
<b>8</b>	\$57,783.60	+ \$3,500	+ \$5,000
<b>9</b>	\$59,173.57	+ \$3,500	+ \$5,000
<b>10</b>	\$61,959.97	+ \$3,500	+ \$5,000
<b>11</b>	\$63,352.51	+ \$3,500	+ \$5,000
<b>12</b>	\$64,745.06	+ \$3,500	+ \$5,000
<b>13</b>	\$66,137.59	+ \$3,500	+ \$5,000
<b>14</b>	\$67,529.80	+ \$3,500	+ \$5,000
<b>15</b>	\$70,315.23	+ \$3,500	+ \$5,000
<b>20</b>	\$77,276.70	+ \$3,500	+ \$5,000
<b>25 + years</b>	\$84,238.12	+ \$3,500	+ \$5,000

\*Employees with a valid Minnesota Tier 3 or 4 Teaching License will start at a minimum of Step 4\*

\*Building Substitute position does not follow step and lane salary chart\*

**Benefits in addition to Salary:**

Health/Dental

Life Insurance (annual salary)

Short and Long Term Disability

TRA @ 8.0% employee deduction rate and 9.5% employer contribution rate (after 07/01/2025)

Worker's Compensation

Tuition Reimbursement \$1,000.00 (Please see requirements)

04/14/2025