

2025-2026 Texarkana ISD Scale for Teachers, Nurses and Librarians

Step / Years Completed	TISD Bachelor's Scale	TISD Master's Scale
0	\$46,000	\$47,000
1	\$46,500	\$47,500
2	\$47,000	\$48,000
3	\$49,500	\$50,500
4	\$50,000	\$51,000
5	\$53,000	\$54,000
6	\$53,600	\$54,600
7	\$54,200	\$55,200
8	\$54,800	\$55,800
9	\$55,400	\$56,400
10	\$56,400	\$57,400
11	\$57,400	\$58,400
12	\$58,555	\$59,555
13	\$59,590	\$60,590
14	\$60,745	\$61,745
15	\$61,900	\$62,900
16	\$63,204	\$64,204
17	\$64,462	\$65,462
18	\$65,193	\$66,193
19	\$65,778	\$66,778
20	\$66,480	\$67,480
21	\$67,972	\$68,972
22	\$68,440	\$69,440
23	\$68,820	\$69,820
24	\$69,020	\$70,020
25+	\$69,220	\$70,220
+ \$2,000 Shortage Stipend for Special Education Self-Contained Teachers		
+ \$3,000 Shortage Stipend for Secondary Foreign Language Teachers		
+ \$4,000 Shortage Stipend for 6th-12th Grade Math Teachers		
+ \$4,000 Shortage Stipend for 6th-12th Grade Science Teachers		
+ \$4,000 Shortage Stipend for 6th-12th Grade English Language Arts Teachers		
+ \$5,000 Shortage Stipend for PK-5th Grade Bilingual Teachers		

**** The 2025-2026 TISD Teacher/Nurse/Librarian pay scale includes House Bill 2 pay increases approved during the 2025 legislative session.**