

Twin Cities International Schools
Pay Scale 2026-2027
Licensed Teachers

Years of Experience	Bachelor's Degree 2026-27	Master's Degree +\$1,500	Master's + 60 credits or Ed.D./Ph.D.
1	\$47,568.18	+ \$3,500	+ \$5,000
2	\$48,988.27	+ \$3,500	+ \$5,000
3	\$50,408.42	+ \$3,500	+ \$5,000
4	\$51,828.55	+ \$3,500	+ \$5,000
5	\$54,678.07	+ \$3,500	+ \$5,000
6	\$56,098.47	+ \$3,500	+ \$5,000
7	\$57,518.89	+ \$3,500	+ \$5,000
8	\$58,939.27	+ \$3,500	+ \$5,000
9	\$60,357.04	+ \$3,500	+ \$5,000
10	\$63,199.17	+ \$3,500	+ \$5,000
11	\$64,619.56	+ \$3,500	+ \$5,000
12	\$66,039.96	+ \$3,500	+ \$5,000
13	\$67,460.34	+ \$3,500	+ \$5,000
14	\$68,880.40	+ \$3,500	+ \$5,000
15	\$71,721.53	+ \$3,500	+ \$5,000
20	\$78,822.23	+ \$3,500	+ \$5,000
25 + years	\$85,922.88	+ \$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 9.81% employer contribution rate

Worker's Compensation

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

04/14/2026