

Kilgore Independent School District
Pay Scale for Full-Time Teachers
2026-2027

Years Experience	KISD Annual Salary 2026-27	State Base 2026-27
0	46,500	33,960
1	47,815	34,690
2	48,215	35,410
3	50,715	36,150
4	51,195	37,690
5	55,595	39,230
6	55,995	40,770
7	56,395	42,200
8	57,795	43,550
9	58,365	44,840
10	58,965	46,040
11	59,565	47,180
12	60,115	48,280
13	61,015	49,280
14	62,115	50,250
15	63,215	51,160
16	64,315	52,030
17	65,195	52,840
18	66,065	53,610
19	66,965	54,340
20	67,715	55,030
21	68,315	55,030
22	68,915	55,030
23	69,665	55,030
24	70,115	55,030
25	70,665	55,030
26	71,365	55,030
27	71,965	55,030
28	72,365	55,030
29	72,765	55,030
30 & Over	73,165	55,030

Special Ed Life Skills Stipend

\$2,500**

Bilingual Stipend

\$5,500**

**Must be appropriately certified to receive.

Salaries listed are based on 10-month employment for the 2026-27 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.