



TEACHERS, LIBRARIANS, INTERVENTIONIST, ATHLETIC TRAINER, COUNSELORS, AND INSTRUCTIONAL COACHES 2026-2027

CLASSROOM TEACHERS	
Years of Experience	New Hire Annual Salary
UNCERTIFIED STEP 0	\$44,000.00
CERTIFIED STEP 0	\$44,291.52
STEP 1	\$45,830.97
STEP 2	\$46,370.42
STEP 3	\$50,909.86
STEP 4	\$51,449.31
STEP 5	\$56,988.76
STEP 6	\$57,528.21
STEP 7	\$58,073.34
STEP 8	\$59,595.14
STEP 9	\$61,037.46
STEP 10	\$62,388.92
STEP 11	\$63,683.59
STEP 12	\$64,910.13
STEP 13	\$66,045.81
STEP 14	\$67,136.07
STEP 15	\$68,158.08
STEP 16	\$69,134.86
STEP 17	\$70,043.40
STEP 18	\$70,917.87
STEP 19	\$71,735.57
STEP 20	\$72,507.82
STEP 21	\$73,032.82
STEP 22	\$73,557.82
STEP 23	\$74,082.82
STEP 24	\$74,607.82
STEP 25+	\$75,132.82

NON CLASSROOM TEACHERS LIBRARIANS, ARD FACILITATORS, INSTRUCTIONAL COACHES, ATHLETIC TRAINERS & COUNSELORS	
Years of Experience	New Hire Annual Salary
STEP 0	\$44,291.52
STEP 1	\$45,830.97
STEP 2	\$46,370.42
STEP 3	\$48,205.35
STEP 4	\$48,771.78
STEP 5	\$49,338.20
STEP 6	\$49,904.62
STEP 7	\$50,477.01
STEP 8	\$52,074.90
STEP 9	\$53,589.33
STEP 10	\$55,008.37
STEP 11	\$56,367.77
STEP 12	\$57,655.64
STEP 13	\$58,848.10
STEP 14	\$59,992.87
STEP 15	\$61,066.09
STEP 16	\$62,091.60
STEP 17	\$63,045.57
STEP 18	\$63,963.76
STEP 19	\$64,822.35
STEP 20	\$65,633.21
STEP 21	\$66,184.46
STEP 22	\$66,735.71
STEP 23	\$67,286.96
STEP 24	\$67,838.21
STEP 25+	\$68,389.46

ANNUAL STIPENDS	
COUNSELOR	\$1,800
INSTRUCTIONAL COACH	\$5,000
BEHAVIOR TEACHER	\$2,500
LIFE SKILLS	\$2,500
CAMPUS MEDIA SPECIALIST	\$750
SIGN ON BONUS	\$1,500
TEACHER SICK DAY BUY BACK	\$150/DAY (UP TO 5)
MASTERS DEGREE	\$2,000
HIGH NEEDS COURSE STIPENDS	
FOREIGN LANGUAGE	\$4,000
MATH -- GRADES 6-12 CERTIFIED ONLY	\$4,000
SCIENCE -- GRADES 6-12 CERTIFIED ONLY	\$4,000
BILINGUAL TEACHER CERTIFIED	\$5,000
BILINGUAL TEACHER NON-CERTIFIED	\$2,000
ESL (SECONDARY)	\$1,000
CTE CERTIFIED MATH & SCIENCE	\$4,000

BENEFITS
MARSHALL ISD OFFERS A COMPREHENSIVE BENEFITS PACKAGE, INCLUDING MEDICAL, DENTAL, VISION AND MANY OTHERS
MARSHALL ISD WILL PAY \$325 TOWARDS YOUR BENEFITS PACKAGE
MENTAL HEALTH SERVICES ARE OFFERED TO OUR STAFF FREE OF CHARGE
BELOW MARKET COST LITTLE MAV EMPLOYEE DAYCARE
TEACHER INCENTIVE ALLOTMENT FOR QUALIFYING TEACHERS

This hiring schedule is for the 2026-2027 school year only and is based on a 183-day TNLC contract calendar.

Future salaries cannot be predicted from this schedule.

New employees with 25 or more years of experience will enter the district on Step 25.

Unless otherwise specified the District unilaterally designates that employees will be paid on an annualized (12 month) basis in accordance with the Districts payday schedule.