



**MARSHALL INDEPENDENT SCHOOL DISTRICT
TEACHERS, LIBRARIANS, INTERVENTIONIST,
ATHLETIC TRAINER, COUNSELORS, AND
INSTRUCTIONAL COACHES
2023-2024 TEACHER MATRIX**

Years of Experience	New Hire Annual Salary
1	\$42,182.40
2	\$42,696.16
3	\$43,209.92
4	\$44,237.44
5	\$44,751.20
6	\$45,260.80
7	\$45,260.80
8	\$47,233.47
9	\$48,607.10
10	\$49,894.21
11	\$51,127.23
12	\$52,295.36
13	\$53,376.96
14	\$54,415.30
15	\$55,388.74
16	\$56,318.91
17	\$57,184.19
18	\$58,017.02
19	\$58,795.78
20	\$59,531.26
21	\$60,031.26
22	\$60,531.26
23	\$61,031.26
24	\$62,531.26
25+	\$62,031.26

This hiring schedule is for the 2022-23 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 District's payday schedule.

ANNUAL STIPENDS	
COUNSELOR	\$1,500
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)
HIGH NEEDS COURSE STIPENDS	
FOREIGN LANGUAGE	\$4,000
MATH -- GRADES 6-12	\$4,000
SCIENCE -- GRADES 6-12	\$4,000
BILINGUAL TEACHER	\$5,000
ESL (SECONDARY)	\$1,000

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