

2025-2026 TEACHER MATRIX



Marshall ISD 2025-2026 Salary Schedules for:

Classroom Teachers

Non Classroom Teachers

Librarians, ARD Facilitators, Instructional Coaches,
Athletic Trainers, & Counselors

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

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	\$1,500
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)
MASTERS DEGREE	\$2,000

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
CTE CERTIFIED SCIENCE	\$4,000

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 FREE OF CHARGE	
BELOW MARKET COST LITTLE MAV EMPLOYEE DAYCARE	
TEACHER INCENTIVE ALLOTMENT FOR QUALIFYING TEACHERS	