



Approved 2022-2023 Killeen Independent School District **COMPENSATION PLAN**

All Killeen ISD employees will receive a pay increase!

6% All Employees

8% Classroom Teachers
(T-TESS Appraised)

2022-2023

**Beginning
Teacher Salary
\$56,160!**

Increased & Enhanced Longevity Pay!

Return to Killeen ISD, and your years of service in KISD will be reinstated at the new rate.

Benefits

Killeen ISD offers employees two no-cost health insurance plans.

Rehiring Retirees

- Killeen ISD pays TRS surcharges for retired employees.
- Retired teachers returning to KISD will be paid at the same step as earned at retirement plus longevity.

STIPEND HIGHLIGHTS

BILINGUAL TEACHER

\$7,500/yr

+ \$2,500

SPECIAL EDUCATION

(Self-Contained Classroom Teacher)

\$5,000/yr

+ \$1,500

NEW CLASSROOM TEACHER RELOCATION

(Teacher must provide proof of relocation into KISD boundary and commit to teaching three years in KISD)

\$2,000 **NEW**

\$2,080

**CRITICAL SHORTAGE
SIGN-ON BONUS**

(Bilingual, Special Education, and High School Chemistry, Physics, Biology, Math)*

\$3,120

**RECURRING CRITICAL
SUBJECT STIPEND**

(High School Chemistry, Physics, Biology, Math)*

*Certification in Science

up to

\$5,000

**TEACHER ACP
REIMBURSEMENT**

Killeen ISD will reimburse up to \$5,000 for your Alternative Certification Program with a three-year teaching commitment

We're Hiring, Apply Online Today!
bit.ly/KISDJOB



KILLEEN ISD TEACHER PLACEMENT SCHEDULE 2022-2023 SCHOOL YEAR

Yrs of Exp	Base Salary	Masters	Masters & Doctorate
0	56,160	57,335	59,090
1	56,560	57,735	59,490
2	56,960	58,135	59,980
3	57,360	58,535	60,290
4	57,760	58,935	60,690
5	58,160	59,335	61,090
6	58,560	59,735	61,490
7	58,960	60,135	61,890
8	59,360	60,535	62,290
9	59,760	60,935	62,690
10	60,160	61,335	63,090
11	60,560	61,735	63,490
12	60,960	62,135	63,890
13	61,360	62,535	64,290
14	61,760	62,935	64,690
15	62,160	63,335	65,090
16	62,560	63,735	65,490
17	62,960	64,135	65,890
18	63,360	64,535	66,290
19	63,760	64,935	66,690
20	64,160	65,335	67,090

+ Additional pay for select teacher assignments

Bilingual Classroom (Elementary)	\$7,500
Special Education Self-contained Classroom	\$5,000
High School Shortage (Math, Physics, and Chemistry)	\$3,120
Sign-on Bonus (Bilingual, SpEd Self-contained, and high school math, physics, and chemistry)	\$2,080
Career and Technical Education Teacher	\$1,305

Apply online at www.killeenisd.org/jobs

+ District Longevity Stipend for every 5 years of completed KISD service!

This is a placement schedule for new teachers and sets the minimum pay for teachers for the 2022-23 school year. Each year the pay scale will be reviewed. Individual salaries remain the same until a pay increase and/or adjustments are granted by the Board of Trustees.