



Arlington

INDEPENDENT SCHOOL DISTRICT

More Than a Remarkable Education

Teacher Salary Structure Facts

In an effort to continue to recruit and retain the most effective people by rewarding excellence, as is stated in the district's *Achieve Today. Excel Tomorrow.* strategic plan, the Arlington ISD shifted from a step-schedule to a market-based salary range for teachers, librarians and nurses beginning with the 2014-2015 school year. The AISD Board of Trustees approved this move in the spring of 2014.

For 2016-2017, the minimum starting rate for these positions with no experience is \$51,500, the midpoint is \$61,500 and the range maximum is \$71,500. Teachers, librarians and nurses with experience are considered at a rate contingent on experience, education and internal equity. Teachers and nurses with a master's degree are paid an additional annual stipend of \$1,500, and teachers, librarians and nurses with a doctorate degree are also paid an additional annual stipend of \$1,500. Potential annual adjustments and salary increases are contingent on Board approval.

When the AISD began using the market-based salary range, employees who had already exceeded the maximum range did not have any reduction to their current rate of pay.

For a complete salary schedule, [please click here](#).