

2022-2023 COMPENSATION PLAN

January 10, 2022

STRATEGIC GOAL 2















Northwest ISD will recruit, value, and retain exceptional staff to create a rewarding learning environment.

PAY INCREASE HISTORY

YEAR	RAISE
2021-2022	1.5% Midpoint
2020-2021	1% Midpoint
2019-2020	4% Midpoint (T/C/N/L > 6 yrs) 3% Midpoint (T/C/L/N < 6 yrs) 3% Midpoint Non-Administrative Staff 2% Midpoint Administrative Staff
2018-2019	2% Midpoint
2017-2018	2% Midpoint

District	21-22 Raise	21-22 Starting Teacher Salary Highest to Lowest
Everman		\$60,008
Hurst Euless Bedford	2% of Salary	\$58,500
Arlington	4%	\$58,400
Mansfield	2% midpoint	\$58,300
Aledo		\$58,100
Ft. Worth	4%	\$58,000
Castleberry		\$57,900
Lake Worth	3% midpoint	\$57,500
Grand Prairie	3% midpoint	\$57,250
Eagle-Mountain Saginaw	2% salary	\$57,120
Crowley		\$57,090
Birdville	3% midpoint	\$57,000
Lewisville		\$56,925
Keller	2% midpoint	\$56,800
Irving	2%	\$56,727
Northwest	1.50%	\$56,500
Denton	2%	\$56,400
Southlake Carroll	2% midpoint	\$56,100
Grapevine	Teachers to market median and 5% for all other employees	\$56,000
White Settlement		\$54,600

Comparison of Teacher Salaries in the Western Metroplex School Year 2021 - 2022 | BA / BS Degree

YEAR		0	YEAR		5	YEAR		10	YEAR		15	YEAR		20	YEAR		25	YEAR		30
1	Everman	60008	1	Everman	61880	1	Irving	64678	1	Arlington	65900	1	Arlington	68400	1	Arlington	70400	1	HEB	74528
2	HEB	58500	2	HEB	61058	2	Everman	64064	2	Everman	65832	2	Everman	68120	2	Irving	70298	2	Ft Worth	74485
3	Arlington	58400	3	Ft Worth	60927	3	Arlington	63400	3	Irving	65698	3	Ft Worth	67664	3	HEB	70224	3	Irving	74348
4	Mansfield	58300	4	Arlington	60900	4	HEB	63033	4	Ft Worth	65477	4	Irving	67348	4	Everman	70200	4	Everman	73632
5	Aledo	58100	5	Irving	60448	5	Ft Worth	62980	5	Grand Prairie	64902	5	HEB	67336	5	Ft Worth	69825	5	Arlington	73400
6	Ft Worth	58000	6	Castleberry	60075	6	Grand Prairie	62635	6	HEB	64581	6	Grand Prairie	66906	6	Grand Prairie	68722	6	Mansfield	72296
7	Joshua	57959	7	Mansfield	59735	7	Castleberry	62169	7	Keller	63991	7	Keller	66030	7	Kennedale	68059	7	Keller	71995
	Castleberry	57900	8	Aledo	59700	8	Kennedale	61733	8	Kennedale	63730	8	Kennedale	65781	8	Keller	67736	8	Azle	71717
9	Lake Worth	57500	9	Crowley	59590	9	Aledo	61600	9	Aledo	63400	9	Aledo	65400	9	Mansfield	67391	9	Kennedale	71531
10	Grand Prairie	57250	10	Grand Prairie	59109	10	Keller	61596	10	Castleberry	63169	10	Castleberry	65169	10	Crowley	67281	10	Crowley	71348
11	EMS	57120	11	Lake Worth	59000	11	Mansfield	61456	11	Lake Worth	63150	11	Lake Worth	64750		EMS	67194	11	EMS	71305
12	Crowley	57090	12	Keller	58915	12	Alvarado	61206	12	Mansfield	63061	12	Mansfield	64491	12	Castleberry	67119	12	Grand Prairie	71222
13	Birdville	57000	13	Joshua	58759	13	Lake Worth	61150	13	Alvarado	62766	13	EMS	64380	13	Aledo	66900		Castleberry	71143
14	Burleson	56800	14	EMS	58400	14	Crowley	61066	14	EMS	62500	14	Crowley	64355	14	Birdville	66511	14	Joshua	71043
14	Keller	56800		Birdville	58106		Joshua	60485	15	Crowley	62221	15	Alvarado	64354	15	Lake Worth	66370		Northwest	70100
16	Irving	56727	16	Carroll	57805	16	EMS	60400	16	Joshua	62085	16	Birdville	64011		Northwest	66350	16	Birdville	69813
	Northwest	56500	17	Alvarado	57552	17	Birdville	60031		Birdville	61911		Burleson	63752	17	Alvarado	66287	17	Aledo	69625
18	Carroll	56100	18	Kennedale	57500	18	Burleson	59540	18	Carroll	61595	18	Carroll	63606	18	Burleson	66128	18	Burleson	69584
19	Alvarado	56000		Northwest	57450	19	Carroll	59470	19	Burleson	61214	19	Joshua	63473	19	Carroll	65632	19	Cleburne	69421
19	Kennedale	56000	20	Burleson	57298	20	Grapevine	60146	20	Grapevine	61676		Northwest	62700	20	White Sett	65250	20	Carroll	69193
21	Grapevine	55600	21	Cleburne	56936	21	Weatherford	59009		Northwest	60700	21	Cleburne	62497	21	Cleburne	65097	21	Alvarado	68988
22	Cleburne	55000	22	Grapevine	57520		Northwest	58950	22	Weatherford	60409	22	White Sett	62450	22	Joshua	64976	22	Grapevine	69280
23	White Sett	54600	23	Azle	56228	23	Cleburne	58436	23	Cleburne	60236	23	Weatherford	62249	23	Azle	64715	23	Weatherford	67599
24	Azle	54100	24	White Sett	55900	24	Azle	58137	24	Azle	59410	24	Grapevine	63646	24	Weatherford	64569	24	Granbury	67477
25	Duncanville	53000	25	Weatherford	55178	25	White Sett	57150	25	White Sett	58700	25	Azle	62169	25	Glen Rose	63863	25	Glen Rose	67021

Comparison of Teacher Salaries in the Western Metroplex School Year 2021 - 2022 | MA / MS Degree

YEAR	0	YEAR	5	YEAR	10	YEAR	15	YEAR	20	YEAR	25	YEAR	30							
1	Everman	61008	1	HEB	63299	1	Irving	66188	1	Arlington	67400	1	Arlington	69900	1	Irving	72308	1	Irving	76858
2	HEB	60500	2	Everman	62880	2	HEB	65914	2	Irving	67208	2	HEB	69498	2	HEB	72224	2	HEB	76625
3	Mansfield	60462	3	Arlington	62400	3	Everman	65064	3	Everman	66832	3	Irving	69358	3	Arlington	71900	3	Ft Worth	75991
4	Arlington	59900	4	Mansfield	61993	4	Arlington	64900	4	HEB	66739	4	Everman	69120	4	Ft Worth	71407	4	Arlington	74900
5	Aledo	59100	5	Irving	61982	5	Ft Worth	64022	5	Ft Worth	66672	5	Ft Worth	68985	5	Everman	71200	5	Everman	74632
6	Ft Worth	59000	6	Ft Worth	61957	6	Mansfield	63725	6	Grand Prairie	65902	6	Grand Prairie	67906	6	Alvarado	69836	6	Mansfield	74565
7	Joshua	58959	7	Crowley	61190	7	Grand Prairie	63635	7	Mansfield	65330	7	Keller	67030	7	Grand Prairie	69722	7	(Ctrl)	72995
8	Castleberry	58900	8	Castleberry	61075	8	Castleberry	63169	8	Keller	64991	8	Kennedale	66781	8	Mansfield	69660	8	Crowley	72948
9	Crowley	58690	9	Aledo	60700	9	Kennedale	62733	9	Kennedale	64730	9	Mansfield	66760	9	Kennedale	69059	9	Alvarado	72807
10	EMS	58620	10	Grand Prairie	60109	10	Crowley	62666	10	Aledo	64400	10	Aledo	66400	10	Crowley	68881	10	EMS	72805
11	Birdville	58500	11	Lake Worth	60000	11	Aledo	62600	11	Castleberry	64169	11	Castleberry	66169	11	Keller	68736	11	Azle	72717
11	Lake Worth	58500	12	Keller	59915	12	Keller	62596	12	Lake Worth	64150	12	Crowley	65955	12	EMS	68694	12	Kennedale	72531
12	★ Northwest	58500	13	EMS	59900	13	Lake Worth	62150	13	EMS	64000	13	EMS	65880	13	★ Northwest	68350	13	Grand Prairie	72222
14	Burleson	58300	14	Joshua	59759	14	EMS	61900	14	Crowley	63821	14	Lake Worth	65750	14	Castleberry	68119	14	Castleberry	72143
15	Grand Prairie	58250	15	Birdville	59606	15	Birdville	61531	15	Birdville	63411	15	Birdville	65511	15	Birdville	68011	15	★ Northwest	72100
16	Irving	58227	16	★ Northwest	59450	16	Joshua	61485	16	Joshua	63085	16	Burleson	65252	16	Aledo	67900	16	Joshua	72043
17	Keller	57800	17	Carroll	58805	17	Grapevine	61146	17	Burleson	62714	17	Alvarado	65168	17	Burleson	67628	17	Birdville	71313
18	Carroll	57100	18	Burleson	58798	18	Burleson	61040	18	★ Northwest	62700	18	★ Northwest	64700	18	Lake Worth	67370	18	Burleson	71084
19	Kennedale	57000	19	Grapevine	58520	19	★ Northwest	60950	19	Grapevine	62676	19	Grapevine	64646	19	White Sett	67250	19	Cleburne	70921
20	Grapevine	56600	20	Kennedale	58500	20	Carroll	60470	20	Carroll	62595	20	Carroll	64606	20	Carroll	66632	20	Aledo	70625

Raise Scenarios & Adjustments	Budget Increase
.5%	\$863,000
1%	\$1.7 M
2%	\$3.45 M
3%	\$5.2 M

NEW TEACHER HIRING SCHEDULE

Years of Experience	New Hire Salary
0	\$58,250
1	\$58,490
2	\$58,690
3	\$58,890
4	\$59,090
5	\$59,290
6	\$59,590
7	\$59,890
8	\$60,290
9	\$60,540
10	\$60,790
11	\$61,140
12	\$61,490
13	\$61,840
14	\$62,190
15	\$62,540
16	\$62,940
17	\$63,340
18	\$63,740
19	\$64,140
20	\$64,540



GUEST EDUCATOR/NURSE DAILY RATES

	Instructional Aide	SpEd Aide	Non-Degreed (Teacher)	Degreed (Teacher)	Certified (Teacher)
NISD 21-22 Daily Rates	\$75	\$85	\$90	\$100	\$105
Proposed 22-23 Rates	\$85	\$90	\$100	\$110	\$115
Daily Rate Increase	\$10	\$5	\$10	\$10	\$10

RECOMMENDATIONS

Approve the following:

- A 3 % general pay increase (GPI) calculated as 3% of employee's pay grade midpoint with budget impact of \$5.2 M.
- New teacher hiring schedule
- Increase in Guest Educator Daily Rates