

NORTHWEST ISD COMPENSATION PLAN

2022-2023

PURPOSE

This is a guide for administering salaries and wages for employees of the Northwest Independent School District. Practices described are intended to implement local Board policy and goals, state and federal regulations, and appropriate accreditation standards.

All compensation items are subject to review and approval by Northwest ISD. The Northwest ISD Compensation Plan is for the 2022-2023 school year only and does not make any representation or promise regarding any future years' compensation.

JOB CLASSIFICATION

District jobs are assigned to pay grades based upon compensable factors and grouped with jobs of similar value.

On a periodic basis, selected jobs from each job family will be reviewed to ensure that conditions in the district, such as organizational structure, major programs, or significant responsibilities in a particular job, have not changed to a degree warranting a change in job grade classification. This review is to be at the direction of the Superintendent or designees, who shall be the Assistant Superintendent for Human Resources, the Executive Director of Human Resources, and the Human Resource Specialist. Options for conducting the review include but are not limited to, an executive-level administrative review panel, outside consultant, or trained district salary administrator.

Newly established jobs are analyzed, job descriptions written, and pay grade assignments are determined prior to hiring personnel for the position. This procedure accomplishes three objectives. First, the job description establishes the responsibilities and duties required to ensure the position is properly classified and in the proper pay grade. Second, the appropriate pay range becomes part of the recruitment and hiring strategy of the district. Third, a consistent practice of salary administration is established at the initiation of each job.

SALARY ADVANCEMENTS

Regular or general salary advancement is considered annually by the Board of Trustees.

General pay increase recommendations presented to the Board of Trustees by the administration shall be based on consideration of such factors as cost of living indexes, wage increases within competitive job markets, and budget resources.

PAY GRADES

Pay grades represent the internal job classification as well as external job market pay levels. The greater the level of compensable factors present in a job, the higher the placement in the pay grade structure. Jobs with similar overall degrees of compensable factors will be in the same pay grade.

The use of pay grade levels facilitates payroll administration and maintains the integrity of the job worth. The job rate or grade midpoint is the chief control point in the system. A minimum and maximum pay rate for each grade is computed from the midpoint using technical standards that are designed to maintain pay equity or fair pay for each job in the system of jobs.

Employees shall be assigned to a pay grade and paid a salary rate between the minimum and maximum (inclusive). Minimum and maximum pay rates are valid for only one year. No general pay action is intended to extend an employee's pay above the pay range or add pay to an employee's pay already paid above the assigned range maximum.

It is important to note that the \$500.00 healthcare supplement that was previously given to employees by the state is now included in all salary schedules. (This began with the 2006-2007 school year and will continue.)

Annualized Salary: If the Employee works on a less-than-12-month basis, the Employee's salary will be paid on an annualized basis. The District will make deductions from each paycheck for income tax withholding and benefits.

INITIAL EMPLOYMENT

Employment, assignment, and salary placement should be in accordance with the job requirements as specified in the job description. Where job requirements include transcripts, certificates, or licenses, these must be official and on file with the district. A Texas educator service record or chronology of prior work history (if previously employed full-time) is necessary.

Salary placement will be at the direction of the Superintendent or designees, who shall be the Assistant Superintendent for Human Resources, the Executive Director of Human Resources, and the Human Resource Specialist. The personnel office shall determine hiring rates based upon job-related qualifications, previous experience, and salaries of other employees in the same position. Advertisements for positions typically will identify the pay grade for the position. Salary placement strategies may be different for each employee group, consistent with the attainment of district goals.

Administrators/Non-Teaching Professional Employees. The Superintendent or designees, who shall be the Assistant Superintendent for Human Resources, the Executive Director of Human Resources, and the Human Resource Specialist, shall individually set hiring rates for new administrators/non-teaching professional employees under the following guidelines.

1. Pay rates will be set based upon prior experience and job-related qualifications.
2. New administrators/non-teaching professional employees shall normally not be started at a rate above the salary of other district employees with more experience in the job.

Auxiliary/Educational Assistants. The Superintendent or designees, who shall be the Assistant Superintendent for Human Resources, the Executive Director of Human Resources, and the Human Resource Specialist, shall individually set hiring rates for new auxiliary employees under the following guidelines.

1. Pay rates will be set based upon prior experience and job-related qualifications.
2. New auxiliary/educational assistants shall normally not be started at a rate above the hourly rate of other district employees with more experience in the job.

Instructional Personnel. The Superintendent or designees, who shall be the Assistant Superintendent for Human Resources, the Executive Director of Human Resources, and the Human Resource Specialist, shall annually develop a hiring schedule for new classroom teachers. The hiring schedule will reflect the hiring objectives of the district. The hiring schedule will not place new teachers above salary levels of continuing teachers with similar years of experience or training.

The Superintendent or designees, who shall be the Assistant Superintendent for Human Resources, the Executive Director of Human Resources, and the Human Resource Specialist, may approve hiring rates up to or above the midpoint of the range when an applicant has exceptional job qualifications or the position cannot otherwise be filled.

PROMOTION

For compensation purposes, a promotion occurs when an employee is placed in a higher pay grade except for general pay structure changes or position reclassification. The effective date of the promotion is determined by the Superintendent or designees, who shall be the Assistant Superintendent for Human Resources, the Executive Director of Human Resources, and the Human Resource Specialist.

The new salary rate shall be figured based on years of experience and qualifications for the new position.

1. The basis for computing a promotion increase shall be the employee's previous base pay rate, exclusive of stipends or supplements, and years of experience with the District.
2. If the promotion increase does not advance the employee to the new grade minimum, adjust promoted employee's pay to at least the range minimum.

3. The district can, if necessary, exceed the promotion increase in order to keep at the current market value.

4. The adjusted salary for newly promoted employees shall normally not be started at a rate above the salary of other district employees with more experience in the job.

Increases are calculated on a monthly or hourly rate of pay. Increases over 30 percent in total pay must be approved by the Superintendent or designees, which shall be the Assistant Superintendent for Human Resources, the Executive Director of Human Resources, and the Human Resource Specialist.

RECLASSIFICATION

On a periodic basis, jobs may be reclassified into a different pay grade, or salaries may be adjusted within pay grades in order to maintain internal/external equity to other jobs of similar worth in the district. Reclassification of a job is not a promotion or demotion. Reclassification changes result when there has been a significant modification of job duties or qualifications as determined by the school district. If an employee's job is reclassified, no special increase has to be given unless the employee is below the minimum for the new pay grade or the current job incumbent's pay rate is in an inequitable position in comparison to comparable jobs. These job reclassifications and salary adjustments may be conducted at the direction and approval of the Superintendent or designees, which shall be the Assistant Superintendent for Human Resources, the Executive Director of Human Resources, and the Human Resource Specialist.

DEMOTION

For compensation purposes, a demotion occurs when an employee is placed in a lower pay grade except for general salary structure changes or position reclassification. At the direction of the Superintendent or designees, which shall be the Assistant Superintendent for Human Resources, the Executive Director of Human Resources, and the Human Resource Specialist, an employee's pay rate may be reduced.

REASSIGNMENT

Placement in a lower pay grade not resulting from a demotion may not immediately reduce salary. Programmatic, organizational, or funding changes are examples of such actions which may create this condition. These guidelines apply:

1. If an employee's rate is within the pay range of the reassigned pay grade, then salary advancement will be the same as others in the same pay grade.

2. If an employee's rate is greater than the maximum of the lower pay grade, then the employee's salary may be "frozen" until such time as the lower pay grade range includes the employee's salary. When the rate is recaptured, salary increases may be granted in accordance with normal practice.

SALARY RANGES

Annual salary ranges should be reviewed and recomputed to include updated economic information. Sources for making this determination include consumer price increases, chamber of commerce business changes, university reports, government statistics, and reputable economic periodicals. Adjustments to the salary structure are independent of individual pay actions.

Once the adjusting percent is discerned, this value should be applied to all job grade control points. The structure should be adjusted prior to computing new salary or wage increases.

PERFORMANCE PAY: TEACHER INCENTIVE ALLOTMENT

For any funds received by Northwest ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90 percent will be paid to the designated teacher. The remaining 10 percent will be used for training and support of the system, expansion of the system, administrative expenses, and professional development. Should the district receive funding for a designated teacher who has resigned or retired, the district will forward payment to the resigned or retired teacher as soon as practicable.

TEACHERS WITH ADVANCED DEGREES

Official transcripts showing master's degrees or doctoral degrees need to be received by the Office of Human Resources by September 1st so that the pay can be adjusted for the current year.

Pay Grade	Job Title	Calendar		Minimum	Midpoint	Maximum
A05			Daily	237.80	290.00	342.20
	Accountant	235	235 Days	55,883	68,150	80,417
	Benefits Specialist	235				
	Bond Program Specialist	235				
	Campus Security Coordinator	235				
	Child Nutrition Meal Application Specialist	235				
	College & Career Readiness Comp. Specialist	235				
	Community Engagement/Mktg Specialist	235				
	Community Relations Specialist	235				
	Coordinator - Security	235				
	Energy Manager	235				
	Facility Rental Specialist	235				
	Federal Compliance Manager	235				
	Payment Solutions Manager	235				
	PEIMS/Research Specialist	235				
	Planning Specialist	235				
	Program Access & Marketing Specialist	235				
	Records Manager	235				
	Risk Management Specialist	235				
	Safety & Security Safety Coordinator	235				
	Senior Buyer	235				
	Substitute Specialist	235				
	Senior Buyer	235				
A10			Daily	267.96	319.00	370.04
	Accounts Payable Supervisor	235	235 Days	62,971	74,965	86,959
	Assistant Director - Purchasing	235				

	Human Resource Specialist	235				
	Payroll Supervisor	235				
A15			Daily	311.50	364.20	413.39
	ARD Facilitator	194	187	58,250	68,105	77,304
	Assistant Speech Pathologist	194	189	58,873	67,064	76,361
	Athletic Trainer	205, 224	194	60,431	68,838	78,381
	Band Director	187	197	61,365	69,903	79,593
	Behavior Intervention Specialist	187	202	62,923	71,677	81,614
	Campus Assessment Coordinator	205 B	205 & 205B	61,938	72,742	82,826
	Dyslexia Facilitator	187	224	69,776	81,580	95,599
	Facilitator Academy	197				
	Facilitator College & Career	194				
	Facilitator Student Services	189, 194				
	Instructional Coach	197				
	Instructional Technology Coach	197				
	Intervention Specialist	187				
	Librarian ES, MS, HS	197				
	Literacy Specialist	187				
	LPAC Compliance Specialist	224				
	Music Therapist	189				
	Nurse (RN)	187				
	Occupational Therapist	189				
	Orientation & Mobility Specialist	187				
	Reading Specialist	187				
	Reading Specialist Lead	187, 197				
	Special Education Transition Coach	189				
	Teacher Audio Impaired	187				
	Teacher	187, 197, 202, 224				
	Teacher Support Specialist	197				
A20						

	Administrator/Lead Teacher	187	187	60,250	70,105	79,304
	ARD Facilitator	194	189	60,875	70,854	80,151
	Athletic Trainer	205, 224	194	62,504	72,728	82,271
	Band Director	187	197	63,471	73,853	83,543
	Behavior Intervention Specialist	187	202	65,082	75,727	85,664
	Campus Assessment Coordinator	205 B	205	66,048	76,852	86,936
	Construction Specialist	244	224	72,170	83,975	94,993
	Dyslexia Facilitator	187	244	78,614	91,473	103,475
	Facilitator Academy	197				
	Facilitator College and Career	194				
	Facilitator Student Services	189, 194				
	Instructional Coach	197				
	Instructional Technology Coach	197				
	Intervention Specialist	187				
	Librarian, ES, HS, MS	197				
	Literacy Specialist	187				
	Music Therapist	189				
	Nurse (RN)	187				
	Orientation and Mobility Specialist	187				
	Reading Specialist	187				
	Reading Specialist Lead	187,197				
	Special Education Transition Coach	189				
	Teacher (Master's Degree)	187, 197, 202, 224				
	Teacher Audio Impaired	187				
A25						
	At-Risk Counselor	194	189	58,231	69,323	80,416
	Board Certified Behavior Analyst	189	194	59,771	71,157	82,543
	Construction Manager	244	202	62,238	74,092	85,947
	Counselor - MS	205	205	63,163	75,192	87,223
	Counselor/Prevention Counselor-ES	194	210	64,703	77,026	89,351

	Diagnostician	202	235	72,403	86,195	99,987
	Energy Manager	235	244	75,179	89,497	103,817
	Intervention Counselor	194				
	LSSP	202				
	Occupational Therapist (Master's Degree)	189				
	Physical Therapist (Master's Degree)	189				
	Prevention Counselor - HS	210				
	Special Education Counselor	189				
	Speech Pathologist (Master's Degree)	194				
	Truancy Intervention Counselor	194				
A30			Daily	326.59	388.80	451.01
	Assistant Principal - Elementary	220	210	68,584	81,648	94,712
	Budget Coordinator	235	220	71,850	85,536	99,222
	Career Access Coordinator	226	226	73,809	87,869	101,928
	Community Engagement/Mktg Specialist	235	235	76,749	91,368	105,987
	Coordinator - Agriculture	226				
	Coordinator - Campus Testing	226				
	Coordinator - Child Find	226				
	Coordinator - Creative Media Arts	235				
	Coordinator - Family, Parenting & Pregnancy	226				
	Coordinator - HR Systems	235				
	Coordinator of Communications & Community Engagement	235				
	Coordinator - Research & Assessment/District PEIMS	235				
	Coordinator - RTI	226				
	Coordinator - Science/Business/Education & Training	226				
	Coordinator - STEM/Health	226				
	Counselor- High School	210				
	Public Affairs Coordinator	235				
A35			Daily	346.19	412.13	478.07

	Aquatic Center Director	244	220	76,162	90,669	105,175
	Assistant Director Athletics	235	226	78,239	93,141	108,044
	Assistant Principal - Middle School	220	235	81,355	96,851	112,346
	Campus Coordinator - Athletics/Head Football Coach	220	244	84,470	100,559	116,649
	Coordiantor - ELA	226				
	Coordinator of Guidance & SEL	226				
	Coordinator- Special Education	226				
	Coordinator - Student Services	226				
	Curriculum Coordinator - Advanced Academics	226				
	Curriculum Coordinator - Bilingual/World Languages	226				
	Curriculum Coordinator - Math (Elem /Secondary)	226				
	Curriculum Coordinator - Outdoor Learning	226				
	Curriculum Coordinator - Science, Elem. & Secondary	226				
	Curriculum Coordinator - RDG Language Arts	226				
	Curriculum Coordinator - Social Studies	226				
	District 504 At Risk Coordinator	226				
	Early Literacy & Childhood Coordinator	226				
	Guidance and Counseling Coordinator	226				
	Head Band Director	220				
	Health Service Coordinator	226				
	Special Education Transition Coordinator	226				
A40			Daily	380.81	453.34	525.87
	Assistant Principal - High School	220	220	83,778	99,735	115,691
	Director - Athletic	235	235	89,490	106,535	123,579
	Director - Career Technology Education	235				
	Director - College & Career	235				
	Director - Counseling	235				
	Director - Curriculum	235				
	Director - Fine Arts	235				

	Director - Human Resources	235				
	Director - Instructional Technology	235				
	Director - Safety & Security	235				
	Director - Special Ed Eval & Compliance	235				
	Director - Special Ed Inst & Related Services	235				
	Director - Student Services	235				
	Principal - Elementary	220				
A45			Daily	421.06	489.61	558.16
	Associate Principal - High School	226	220	92,633	107,714	122,795
	Principal - Middle School	220	226	95,159	110,651	126,144
	Principal - Special Programs Ctr. (DAEP)	220				
	Principal - Steel High School	226				
A50			Daily	448.75	489.61	558.16
	Executive Director - Benefits & Risk Mgmt.	235	235	105,456	121,213	137,674
	Executive Director - Communications	235	261	117,123	134,623	152,123
	Executive Director - Construction	235				
	Executive Director - Facilities	261				
	Executive Director - Fine Arts	235				
	Executive Director - Human Resources	235				
	Executive Director - Outsourced Operations	235				
	Executive Director - Planning	235				
	Executive Director - Purchasing & Contracts	235				
	Executive Director - Research & Assessment	235				
	Executive Director - Student Support Services	235				
A55			Daily	487.68	560.55	633.42
	Executive Director - Elementary Education	235	235	114,605	131,729	148,854
	Executive Director - Financial Services	235				
	Executive Director - Health/PE/Athletics	235				
	Executive Director - Secondary Education	235				
	Executive Director - Teaching & Learning	235				
	Executive Director - Technology	235				

	Principal - High School	235				
	Staff Attorney	235				
A60			Daily	610.52	701.75	792.98
	Attorney - General Counsel	235	235	143,472	164,911	186,350
	Assist Supt. - Curriculum & Instruction	235				
	Assist Supt. - Facilities	235				
	Assist Supt. - Human Resources	235				
	Chief Financial Officer	235				

TECHNOLOGY

Pay Grade	Job Title	Calendar		Minimum	Midpoint	Maximum
H05			Hourly 8	18.38	22.14	25.91
	Computer Technician I	207	207 Days	30,437	36,663	42,906
H10			Hourly 8	22.62	27.24	31.86
	Computer Technician II	207	207 Days	37,458	45,109	52,760
	Computer Technician II	235	235 Days	42,525	51,211	59,896
	Help Desk Technician	235				
	Safety & Security Tech.	235				
	PEIMS/Student Programs Specialist	235				
	PEIMS/Special Ed. Student Services Specialist	235				
H15			Hourly 8	26.91	32.41	37.92
	Telecommunication Technician	235	235 Days	50,590	60,930	71,289
	Senior Computer Services Tech.	235				
	Asset Control Manager	235				
T05			Daily	243.92	293.88	343.84
	Junior Network Engineer	235	235 Days	57,321	69,062	80,802
	Digital Materials Manager	235				
T20			Daily	258.55	311.51	364.47
	Audio Visual Engineer	235	235 Days	60,759	73,205	85,650
	Communications Specialist	235				
	Communications/Media Specialist	235				
	Safety & Security Specialist	235				
	Student Data Services Application Analyst	235				
	Webmaster/Graphic Designer	235				
T25			Daily	284.41	342.66	400.91
	Campus Support Manager	235	235 Days	66,836	80,525	94,214

	Network Engineer	235				
	Network Security Engineer	235				
	Systems Engineer	235				
T30			Daily	318.54	383.78	449.02
	Communications Engineer	235	226 Days	71,990	86,734	101,478
	Coordinator - Instructional Technology	226	235 Days	74,857	90,188	105,520
	Coordinator - PEIMS	235				
	Coordinator - CTE Data & Technology	235				
	Data Architect	235				
	Data Architect/Programmer	235				
	Security Engineer	235				
	Network Engineer	235				
T35			Daily	382.85	445.18	507.51
	Director - Data Services	235	235 Days	89,970	104,617	119,265
	Director - Technology	235				
	Director - Technology	235				

PARAPROFESSIONALS

Pay Grade	Job Title	Calendar		Minimum	Midpoint	Maximum
P05			Hourly 8	15.00	17.50	20.00
	ACP Lab Assistant	187	187 Days	22,440	26,180	29,920
	Educational Assistant - Reg Ed Elementary	187				
	Elem Campus Assistant I	187				
	Fine Arts Assistant	187				
	ISS Aide	187				
	PE Educational Assistant	187				
P10			Hourly 8	16.00	18.70	21.45
	Attendance Clerk/MS	202	187 Days	23,936	27,975	32,089
	Campus Office Assistant - Middle School	187	190 Days	24,320	28,424	32,604
	Educational Assistant - Pre K	187	202 Days	25,856	30,219	34,663
	Educational Assistant - ELL Support	187	235 Days	30,080	35,156	40,326
	Educational Assistant - Comp	187				
	Educational Assistant - Dual Language	187				
	Educational Assistant - Reading Recovery	187				
	Educational Assistant - Title 1	187				
	Educational Assistant - Special Ed	187				
	Educational Assistant - World Languages	187				
	Facilities Attendant	235				

	Family Involvement Parent Parent Educator	187				
	Intervener	187				
	Lead Elementary Campus Assistant	190				
	Receptionist- Middle School	187				
	Special Education Assessment Clerk	187				
P15			Hourly 8	17.50	20.57	23.64
	Attendance Clerk - High School	202	187	26,180	30,772	35,365
	Campus Sub Coordinator	202	202	28,280	33,241	38,202
	PEIMS Clerk Middle School	220	220	30,800	36,203	41,606
	Receptionist - Elementary School	187				
	Receptionist - High School	202				
	Secondary Secretary - Assistant Principal	202				
	Secondary Secretary - Counselor	202				
P20			Hourly 8	18.90	22.26	25.62
	Registrar - High School	220	220	33,264	39,177	45,091
	Textbook Coordinator	235	235	35,532	41,848	48,165
P25			Hourly 8	19.18	22.98	26.78
	Bookkeeper - High School	207	207	31,762	38,054	44,347
	Secretary - Associate Principal High School	207				
P30			Hourly 8	19.89	23.98	28.07
	Campus Safety Monitor	202	202	32,142	38,751	45,361
	Lead Language Testing Evaluator	235	220	35,006	42,204	49,403
	Office Manager I - ES, MS, Steele, DAEP	220	226	35,961	43,355	50,750
	Secretary III - Athletics	235	235	37,224	45,082	52,771

	Secretary III - CTE & CCR Secretary	235				
	Secretary III - Curriculum & Instruction	235				
	Secretary III - Curriculum Coordinators Asst.	235				
	Secretary III - District Receptionist	235				
	Secretary III - Energy Manager	235				
	Secretary III - Facilities	235				
	Secretary III - Finance, Payroll	235				
	Secretary III - Financial Services Assistant	235				
	Secretary III - Fine Arts	235				
	Secretary III - HR Assistant	235				
	Secretary III - HR Assistant - Campus Support	235				
	Secretary III - HR Support Assistant	235				
	Secretary III - Inventory Assistant	235				
	Secretary III - Payroll Assistant	235				
	Secretary III - Payroll Specialist	235				
	Secretary III - Pre-K Support	235				
	Secretary III - Student Services	235				
	Secretary III - Technology	235				
	Student Records Coordinator	226				
P35			Hourly 8	20.70	25.24	29.79
	Admin. Asst. I - Aquatics Center	235	187	30,967	37,759	44,565
	Admin. Asst. I - Athletics	235	226	37,425	46,633	53,860
	Admin. Asst. I - Benefits	235	235	38,916	47,451	56,005
	Admin. Asst. I - Communications	235				

	Admin. Asst. I -Construction	235				
	Admin. Asst. I - CTE/Post Secondary	235				
	Admin. Asst. I - Curr/Staff Development	235				
	Admin. Asst. I - Elementary Education	235				
	Admin. Asst. I - Executive Dir. of Outsourced Operations	235				
	Admin. Asst. I - Executive Dir. of Planning	235				
	Admin. Asst. I - Facilities	235				
	Admin. Asst. I - Finance	235				
	Admin. Asst. I - Fine Arts	235				
	Admin. Asst. I - Finance	235				
	Admin. Asst. I - Human Resources	235				
	Admin. Asst. I - Purchasing Specialist	235				
	Admin. Asst. I - Research & Assessment	235				
	Admin. Asst. I - Secondary Education	235				
	Admin. Asst. I -Special Education	235				
	Admin. Asst. I - Student Services Exec. Dir	235				
	Brailist	187				
	LVN	187				
	Office Manager II - Principal High School	226				
P40			Hourly 8	24.42	29.79	35.15
	Admin. Asst. II - Accounts Payable	235	235	45,909	56,005	66,082
	Admin. Asst. II - Asst. Supt. Curriculum & Inst.	235				
	Admin. Asst. II - Asst. Supt. Facilities	235				
	Admin. Asst. II - Asst. Supt. Human Resources	235				
	Admin. Asst. II - CFO	235				

	Admin. Asst. II - CTO	235				
	Admin. Asst. II - Finance, Accounts Payable	235				
	Admin. Asst. II - General Counsel	235				
	Admin. Asst. II - Payroll Lead/TRS	235				
P50			Hourly 8	34.45	41.51	48.56
	Executive Asst. to the Superintendent	235	235	64,766	78,038	91,292

MAINTENANCE

Pay Grade	Job Title	Calendar		Minimum	Midpoint	Maximum
M10			Hourly 8	15.65	18.35	21.05
	Electrician (Apprentice)	261	261 Days	32,677	38,314	43,952
	Maintenance - Delivery Driver	261				
M15			Hourly 8	18.34	21.55	24.76
	Preventative Tech	261	261 Days	38,293	44,996	51,698
M20			Hourly 8	19.54	23.26	26.98
	Carpenter	261	261 Days	40,800	48,567	56,334
	Painter	261				
	Welder	261				
	Fleet Technician	261				
M25			Hourly 8	22.18	26.40	30.62
	Locksmith	261	261 Days	46,312	55,123	63,935
	HS Maintenance Technician	261				
	HS Tech II	261				
	Stadium Manager	261				
	Lead Carpenter	261				
	Maintenance Projects Lead	261				
	OLC Maintenance Tech	261				
	Central Receiving & Distribution Lead	261				
	Lead Painter	261				
	Roofing & Waterproofing Technician	261				
M30			Hourly 8	23.73	28.25	32.77
	Electrician (Journey)	261	261 Days	49,548	58,986	68,424
	HVAC Technician	261				
	Kitchen Repair Technician	261				

	Electrician Low Voltage	261				
	Repair Plumber	261				
	Plumber/Wastewater Technician	261				
	Journeyman/Plumber	261				
M33			Hourly 8	25.27	29.76	34.25
	Master Level Tradesman	261	261 Days	52,763	62,138	71,514
	Aquatic Center & Stadium Fac. Technician	261				
M35			Hourly 8	28.17	33.54	38.91
	Department Head - Electrical	261	261 Days	58,819	70,031	81,224
	Department Head - Mechanical	261				
	Department Head - Carpentry	261				

TRANSPORTATION

Pay Grade	Job Title	Calendar		Minimum	Midpoint	Maximum
B01			Hourly 5.25	14.00	16.50	19.00
	Bus Monitor (5.25 Hours Per Day)	180	180 Days	13,230	15,593	17,955
B02			Hourly 6/8	20.00	24.00	28.00
	Bus Driver (6.0 Hours Per Day)	187	187 Days	22,440	26,928	31,416
	Bus Field Trip Coordinator	220	220 Days	35,200	42,240	49,280
	Bus Dispatcher	235	235 Days	37,600	45,120	52,640
	Bus Router	244	244 Days	39,040	46,848	54,656
B03			Hourly 8	21.00	23.00	25.00
	Bus Driver Trainer/Spare	187	187 Days	23,562	25,806	28,050
B04			Hourly 8	20.00	25.00	30.00
	Mechanic - Transportation	261	261 Days	41,760	52,200	62,640
B05			Hourly 8	22.00	28.50	35.00
	Safety Coordinator - Transportation	235	235 Days	41,360	53,580	65,800
B06			Hourly 8	25.00	30.00	35.00
	Lead Router - Transportation	244	244 Days	48,800	58,560	68,320
	Master Mechanic - Transportation	261	261 Days	52,200	61,640	73,080
A04			Daily	212.80	255.32	297.90
	Safety Manager - Transportation	235	235 Days	50,008	60,000	69,912
A05			Daily	237.80	290.00	342.20
	HR Coordinator - Transportation	235	235 Days	55,883	68,150	80,417
	Maintenance Manager - Transportation	261	235 Days	62,065	75,690	89,314
A07			Daily	286.90	327.90	368.90

	Operations Manager	244	244 Days	70,003	80,007	90,011
A40			Daily	380.01	453.34	525.87
	Director of Transportation	235	235 Days	89,302	106,535	123,579

Northwest ISD
Extra Duty Stipends

(Stipend amounts may be adjusted based on student enrollment or participation)

ATHLETICS

Campus Athletic Coordinator (220 Days)	\$10,000
Assistant Athletic Coordinator	\$4,500
Head Coach 1 Sport/Coordinators	\$10,000
Second Sport for Head Coach	\$2,000
Assistant High School Football Coach	\$8,000
Second Sport for Head Coach	\$2,000
Assistant High School Coach	\$6,000
Second Sport for Assistant High School Coach	\$4,000
Asst. Golf/Tennis/Swim/Soccer/Wresting Coach	\$4,000
Second Sport Assistant Golf/Tennis/Swim/Soccer/Wresting	\$4,000
Assistant Coach for One Sport w/ Two Seasons	\$8,000
Head Athletic Trainer (224 Day Contract)	\$5,500
Assistant Athletic Trainer (205 Day Contract)	\$5,500
High School/Middle School Coach Split	\$8,000
Middle School Campus Coordinator	\$7,000
Middle School Coaches (3 Sports)	\$6,000
Middle School Coach (part-time, cross -country)	\$3,000
Aquatics Coordinator	\$10,000

BAND MUSIC

High School Band Director (220 Day Contract)	\$6,500
High School Associate Band Director	\$9,500
High School Assistant Band Director	\$6,250
Middle School Head Band Director	\$6,500

Middle School Assistant Band Director	\$5,000
High School Head Choir Director	\$6,000
High School Assistant Choir Teacher	\$3,000
Middle School Head Choir Teacher	\$3,500
Middle School Asst. Choir Teacher	\$2,000
District Middle School Color/Winter Guard Facilitator	\$1,500
Elementary School Choral Music Teachers	\$300
District Elementary Honor Choir (3)	\$1,500
High School & Middle School Orchestra Director	\$6,500
High School Orchestra Asst. Director	\$6,500
Middle School Orchestra Asst. Director	\$5,000

DRAMA

High School Drama Lead Teachers) (includes extra PAC Stipend)	\$6,000
High School Assistant Drama Teacher	\$3,000
Middle School Theater Director	\$2,000

DRILL TEAM/DANCE

High School Drill Team/Dance Sponsor (202-day contract)	\$3,500
Assistant High School Drill Team/Dance Sponsor	\$2,500

CHEERLEADING

High School Head Cheerleading Sponsor (202 Calendar)	\$3,500
High School Assistant Cheerleading Sponsor	\$2,500
Freshman Cheerleading Sponsor (for a separate Freshman team)	\$2,000
Middle School Cheerleading Sponsor (total per campus, may be split among 2 or more people)	\$3,000
Middle School Cheer District Facilitator	\$1,500

STUDENT COUNCIL/NATIONAL HONOR SOCIETY

High School Student Council Sponsor (202-day contract)	\$1,200
Assistant High School Student Council Sponsor	\$1,000

Middle School Student Council Sponsors	\$1,000
High School Honor Society Sponsor	\$1,000
Middle School Honor Society Sponsor	\$1,000

DEPARTMENT HEADS/TEAM LEADERS

High School, Middle School, and Elementary Schools	\$1,500
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MENTOR TEACHERS

High School, Middle School, Elementary	\$750
Coordinator for Mentor Teachers	\$500 (1 to 5 teachers) \$750 (6 to 15 teachers) \$1,000 (over 15 teachers)
2nd Year Mentor	\$250
Technology/Video Teacher (High School)	\$1,000

DUAL LANGUAGE

Elem. Bilingual Certified/Dual Language	\$3,000
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INTERVENTION SPECIALIST

Elementary Schools	\$1,500
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ACADEMIC COACHES

High School Academic Decathlon	\$3,000
High School UIL Coordinator	\$1,800
High School UIL CX & Lincoln-Douglas Debate	\$1,500
High School UIL On-Act Play	\$1,000
High School UIL (Coach for One Area)	\$600
Middle School UIL Coordinator	\$1,000
Middle School UIL (Coach for One Area)	\$500
Elementary UIL Coordinator	\$300
Denton Co. BEST (Career & Technology Competition) (Denton Co. Boosting Engineering & Science Technology)	\$1,000
Destination Imagination Coordinator	\$300
CTE Academic Competition Sponsor	\$500

NEWSPAPER/YEARBOOK

High School Newspaper Sponsor	\$1,200
Middle School Newspaper Sponsor	\$1,000
High School Yearbook Sponsor	\$1,200
Middle School Yearbook Sponsor	\$1,000

SPECIAL ASSIGNMENTS

PAC Building Manager	\$7,000
Asst. PAC Building Manager	\$2,000
High School Sponsors	\$400
Middle School Sponsors	\$300

DISTRICT FACILITATORS

Speech Pathologists, Gifted/Talented, Librarians, Fine Arts, Physical Education, Elem. Art, Secondary Art, Music, Elem. Counselors, MS Counselors, Mentors, CPR Lead, Diagnosticians & LSSPs	\$1,500
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DISTRICT INSTRUCTIONAL COACHES

Subject Area (Math, Literacy, etc.)	\$2,000
Facilitator (Assigned By C&I)	\$2,000

TECHNOLOGY

Campus Technology Liaison	\$1,500
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EXTRA DUTY STIPENDS FOR OTHER PROFESSIONAL EMPLOYEES

Lead Teacher - DAEP	\$7,000
Lead Counselor - High School	\$6,000
Lead Counselor - Middle School	\$1,500
Career Academy Facilitator	\$6,500
Collegiate Academy Facilitator	\$6,500
Reading Academy Facilitator	\$8,000

SPECIAL EDUCATION BEHAVIOR INTERVENTIONIST	\$1,000
BEHAVIOR INTERVENTIONIST W/ BCBA CERT.	\$1,000
AVID SITE COORDINATOR MS/HS	\$1,000
DUAL ENROLLMENT TEACHERS/ONRAMPS	\$1,000

SPECIAL OLYMPICS

Coach	\$1,000
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Guest Educator/Substitute Salary Schedule

The salary rates for substitute teachers shall be set by the Northwest Independent School District Board of Trustees and recorded in Board minutes. The rates have been updated as of January 24, 2022, and are as follows for the 2022-2023 school year.

Professional Substitute Teaching/ Nurse Assignment Daily Rate

Non-Degreed or Teacher Certification: \$100.00/day
 One-half day (up to five hours) \$60.00/day

Bachelor Degree or above \$110.00/day
 LVN/Medical Training \$110.00/day
 One-half day (up to five hours) \$70.00/day

Bachelor Degree or above and hold a valid Teacher Certification \$115.00/day
 Registered Nurse \$115.00/day
 One-half day (up to five hours) \$70.00/day

Professional Long-Term Substitute Teaching/Nurse Assignment Tiered Rate

Tier One: After ten consecutive days within the same teaching assignment. (Exceptions must be approved by the Assistant Superintendent or Executive Director of Human Resources.)

Bachelor's Degree or above and hold a valid Teacher Certification \$145.00/day
 Registered Nurse \$145.00/day

Tier Two: After forty-five consecutive days within the same teaching assignment, (Substitute must be degreed and certified)

Exceptions must be approved by the Assistant Superintendent or Executive Director of Human Resources.

Bachelor's Degree or above and hold a valid Teacher Certification \$210.00/day
 Registered Nurse \$210.00/day

Please note: Substitutes serving in a long-term assignment who miss more than three consecutive days will start at the Tier One rate upon their return.

Professional Long-Term Teaching Assignments- Vacant/Growth position

Substitutes assigned to a vacant or growth long-term teaching assignment must possess a Texas Teacher Certification and may be paid at a rate equal to the daily rate of a first-year teacher and may be eligible for benefits. This and any exceptions must be approved by the Assistant Superintendent or Executive Director of Human Resources.

Paraprofessional Assignment Daily Rate and Long-Term Rate

The daily rate for paraprofessional assignments is the same regardless of the substitute's credentials, with no tiered rating.

Educational Aide \$ 85.00/day
 One-half day (up to five hours) \$ 50.00/day

Classroom Special Education Aide	\$90.00/day
One-half day (up to five hours)	\$55.00/day

Job Summaries for Jobs in Temporary Services

TES General Labor – work of a temporary or part-time basis, performs a variety of unskilled labor tasks such as removing debris and litter, cleaning, loading and unloading materials or supplies, operating various types of equipment.

T1 Salary range \$8.00 to \$10.00 per hour

TES Service – work of a temporary or part-time basis; responsible for work resulting in or contributing to the comfort, convenience, or hygiene of others or which contributes to the upkeep and care of building or facilities.

T2 Salary range \$8.00 to \$10.00 per hour

TES Clerical – work of a temporary or part-time basis; responsible for recording and retrieving data and/or information and other paperwork required in an office and responsible for internal and external communications.

T3 Salary range \$10.00 to \$12.00 per hour

TES Craft – work of a temporary or part-time basis; responsible for work requiring specialized manual or mechanical skills or training acquired through licensure or on-the-job training.

T4 Salary range \$10.00 to \$17.00

TES Technician – work of a temporary or part-time basis; responsible for work requiring basic scientific or technical knowledge and manual skill obtained through specialized post-secondary education or through equivalent on-the-job training.

T5 Salary range \$10.00 to \$25.00

TES Paraprofessional – work of a temporary or part-time basis; responsible for some of the duties of a professional or technician in a supportive role which usually requires less formal education and/or experience normally required for the professional or technical status.

T6 Salary range \$8.00 to \$12.00

TES Information Technology – work of a temporary or part-time basis; responsible for work involved in the application of system analysis techniques and procedures; the design, development, documentation, analysis, creation, testing, or modification of computer systems or computer programs.

T7 Salary range \$10.00 to \$25.00

TES Professional – work of a temporary or part-time basis; responsible for work requiring specialized and theoretical knowledge, which is usually acquired through a prolonged course of specialized intellectual instruction or work that requires supervision of two or more employees in a professional setting.

T8 Salary range \$15.00 to \$35.00

Teacher/Professional –work of a temporary or part-time basis; work requiring professional preparation such as tutoring, nursing support, or hourly instructional employment. The temporary rate option is available only for positions that do not fit under the full or half-time substitute rate.

T/P Salary range \$15.00 to \$25.00 per hour.

AP Testing Coordinator – Long-Term Sub Rate