



Compensation Plan

June 26, 2023

Strategic Goal 2

Northwest ISD will recruit, value, and retain highly effective staff prepared to meet the individual needs of our students and learning community.

Pay Increase History

Year	Raise
2022-2023	3% midpoint
2021-2022	1.5% midpoint
2020-2021	1% midpoint
2019-2020	4% midpoint (TCNL > 6 years) 3% midpoint (TCNL < 6 years) 3% midpoint Non-Administrative Staff 2% midpoint Administrative Staff
2018-2019	2% midpoint
2017-2018	2% midpoint



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Comparison of Teacher Salaries in the **Western Metroplex** School Year 2022 - 2023 | BA / BS Degree

YEAR	0	YEAR	5	YEAR	10	YEAR	15	YEAR	20	YEAR	25	YEAR	30				
1	Grand Prairie	61000	1	Ft Worth	62948	1	Arlington	65400	1	Arlington	67900	1	Arlington	72500	1	Ft Worth	76467
2	Castleberry	60892	2	Arlington	62900	2	Irving	65325	2	Ft Worth	67600	2	Ft Worth	69986	2	Alvarado	72280
3	Everman	60608	3	Castleberry	62892	3	Ft Worth	65125	3	Grand Prairie	66976	3	Grand Prairie	69056	3	Ft Worth	71976
4	Mansfield	60500	4	Everman	62693	4	HEB	64913	4	Castleberry	66892	4	Castleberry	68892	4	Everman	71180
5	Arlington	60400	5	HEB	62223	5	Castleberry	64892	5	Everman	66724	5	Everman	68846	5	Irving	71001
6	Aledo	60200	6	Joshua	61732	6	Everman	64709	6	HEB	66363	6	Irving	68021	6	Castleberry	70992
7	Crowley	60010	7	Aledo	61700	7	Joshua	63958	7	Irving	66355	7	HEB	67876	7	Grand Prairie	70928
8	Ft Worth	60000	8	Mansfield	61612	8	Aledo	63700	8	Joshua	65558	8	Kennedale	67448	8	HEB	70700
8	HEB	60000	9	Grand Prairie	61550	9	Keller	63496	9	Aledo	65500	9	Joshua	67446	9	White Sett	69650
8	Joshua	60000	10	Crowley	61187	10	Mansfield	63208	10	Mansfield	65352	10	Aledo	67400	10	Kennedale	69523
11	Keller	59000	11	Irving	61052	11	Kennedale	63200	11	Keller	65291	11	Alvarado	67380	11	Mansfield	69483
11	Lake Worth	59000	12	Keller	60915	12	Crowley	63048	12	Kennedale	65194	12	Keller	67330	12	Keller	69436
11	White Sett	59000	13	Cleburne	60836	13	Grand Prairie	62832	13	Lake Worth	64550	13	Mansfield	66992	13	Crowley	69181
14	Cleburne	58800	14	Lake Worth	60500	14	Lake Worth	62450	14	Cleburne	64436	14	White Sett	66850	14	Aledo	69000
15	Birdville	58600	15	Carroll	60327	15	Cleburne	62336	15	Carroll	64300	15	Cleburne	66636	15	Carroll	68959
15	Carroll	58600	16	White Sett	60300	16	Burleson	62039	16	Crowley	64152	16	Carroll	66624	16	Cleburne	68697
17	EMS	58500	17	Birdville	60075	17	Carroll	61967	17	Burleson	64113	17	Crowley	66365	17	EMS	68485
18	Northwest	58250	18	Burleson	60052	18	Birdville	61606	18	Birdville	63506	18	Lake Worth	66250	18	Joshua	68466
19	Burleson	58000	19	EMS	59316	19	White Sett	61550	19	EMS	63414	19	Burleson	66057	19	Burleson	68298
19	Kennedale	58000	20	Kennedale	59200	20	Grapevine	61300	20	White Sett	63100	20	EMS	65921	20	Birdville	68111
21	Irving	57294	20	Northwest	59200	21	EMS	61129	21	Grapevine	62900	21	Birdville	65386	21	Lake Worth	67750
22	Duncanville	57000	22	Grapevine	58700	22	Northwest	60650	22	Northwest	62300	22	Grapevine	64400	22	Northwest	67550
22	Grapevine	57000	23	Azle	58100	23	Azle	60113	23	Weatherford	61992	23	Northwest	64250	23	Grapevine	66096
24	Azle	56600	24	Duncanville	58000	24	Weatherford	59642	24	Alvarado	61920	24	Godley	63940	24	Azle	65984
25	Alvarado	54600	25	Godley	56586	25	Duncanville	59200	25	Azle	61613	25	Weatherford	63672	25	Godley	65918
26	Weatherford	54500	26	Weatherford	56406	26	Godley	58595	26	Godley	60910	26	Azle	63526	26	Weatherford	65892
27	Godley	53100	27	Alvarado	55745	27	Granbury	58409	27	Duncanville	60700	27	Duncanville	62700	27	Duncanville	65600
28	Glen Rose	52500	28	Glen Rose	55000	28	Alvarado	57575	28	Granbury	59723	28	Granbury	61037	28	Glen Rose	64432
29	Granbury	52000	29	Granbury	54200	29	Glen Rose	56895	29	Glen Rose	58530	29	Glen Rose	60852	29	Granbury	64070
30	Keene	50000	30	Keene	52000	30	Keene	54500	30	Keene	57000	30	Rio Vista	59830	30	Rio Vista	62330
31	Rio Vista	43000	31	Grandview	46210	31	Rio Vista	52600	31	Rio Vista	56720	31	Grandview	59610	31	Grandview	62160
32	Grandview	42090	32	Rio Vista	46000	32	Grandview	51960	32	Grandview	56320	32	Keene	59500	32	Keene	62000
32	Grandview	42090	32	Rio Vista	46000	32	Grandview	51960	32	Grandview	56320	32	Keene	59500	32	Keene	62000

Note: This comparison is for base salaries only. It does not include stipends of any kind.

Raise Scenarios

Raise Scenario*	Budget Impact
1%	\$1.8 Million
2%	\$3.6 Million
3%	\$5.4 Million

*Raise scenarios are based on the midpoint.

New Teacher Hiring Schedule

Northwest ISD		
2023-2024 New Hire Guide for Teachers		
Proposed \$60,100 starting		
Years of Experience	New Hire Salary	Hiring Salary Range
0	\$60,100	10-Month Hiring Range Minimum: \$60,100
1	\$60,200	10-Month Hiring Range Maximum: \$72,450
2	\$60,300	
3	\$60,550	
4	\$60,750	
5	\$60,950	
6	\$61,150	
7	\$61,350	
8	\$61,650	
9	\$61,950	
10	\$62,350	
11	\$62,550	
12	\$62,850	
13	\$63,150	
14	\$63,500	
15	\$63,800	
16	\$64,200	
17	\$64,500	
18	\$64,900	
19	\$65,350	
20	\$65,750	
21	\$66,150	
22	\$66,550	
23	\$67,250	
24	\$67,900	
25	\$68,750	
26	\$69,450	
27	\$70,250	
28	\$70,900	
29	\$71,750	
30+	\$72,450	

The salaries listed are based on 10-month employment for the 2023-2024 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board

\$2,000 General Master's Degree Stipend

Compensation Plan Updates

- Early Resignation Incentive
- One Time Salary Advancement
- Reclassification and Update Position Placement
- Stipend Update
- Temporary and Extra Duty Pay Scale
- Guest Educator Tiered Schedule

Compensation Plan Updates

Update	Budget Impact
T20 Position Reclassified to A05	\$6,000
P10 Special Education Unit Paraprofessionals to P15	\$270,000
Elementary UIL Coaching Stipend	\$55,000
Updated Temporary/Extra Duty Pay Schedule	\$15,000
	\$346,000

Increase in District Contribution

Increase in District contribution

- \$325
- Budget impact \$550,000

Recommendations

Approve the following:

- A 3% general pay increased (GPI) calculated as 3% of employee's pay grade midpoint with a budget impact of \$5.43M
- New Teacher Hiring Schedule
- 2023-2024 Compensation Plan
- \$25 increase in District contribution

Questions
