



Compensation Plan

April 8, 2024

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.

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NISD PRIORITIES:

Recruit

2.1 Northwest ISD will have an unwavering commitment to attract and welcome high-quality staff.

Value

2.2 Northwest ISD will invest in all staff through a culture of support, development, and empowerment to make a positive impact on the learning community.

Retain

2.3 Northwest ISD will retain highly effective staff through meaningful relationships, ongoing support, and professional growth opportunities.

Structural Changes

A15	A17
Teaching Positions Nurses	Support Positions
A20	A22
Librarians	Support Positions
A25	A27
Counselors	Support Positions

*Teachers who hold a Master's degree will receive a \$2000 stipend



UNITED EDUCATORS ASSOCIATION

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Comparison of Teacher Salaries in the Western Metroplex School Year 2023 - 2024 | BA / BS Degree

YEAR	0	YEAR	5	YEAR	10	YEAR	15	YEAR	20	YEAR	25	YEAR	30				
1	Mansfield	63000	1	Arlington	65000	1	Arlington	67500	1	Arlington	72500	1	Arlington	74700	1	Ft Worth	77689
2	Arlington	62500	2	Ft Worth	64457	2	HEB	66847	2	Ft Worth	71525	2	Ft Worth	73499	2	HEB	76889
3	Grand Prairie	62100	3	Mansfield	64225	3	Ft Worth	66686	3	HEB	68177	3	Grand Prairie	69940	3	Irving	72420
4	Castleberry	62025	4	Castleberry	63792	4	Irving	66631	4	Grand Prairie	68131	4	Mansfield	69873	4	Alvarado	72280
5	Ft Worth	62000	5	Everman	63514	5	Mansfield	65860	5	Castleberry	67792	5	HEB	69868	5	Everman	72170
6	Crowley	61810	6	HEB	63095	6	Castleberry	65792	6	Irving	67682	6	Castleberry	69792	6	HEB	72019
7	Everman	61500	7	Crowley	62810	7	Everman	65679	7	Mansfield	67645	7	Everman	69790	7	Grand Prairie	71916
NORTHWEST ISD																	
10	Irving	60794	10	Irving	62273	10	Cleburne	63886	10	Birdville	65756	10	Cleburne	67986	10	Kennedale	70486
11	Aledo	60200	11	Cleburne	62150	11	Birdville	63881	11	Cleburne	65686	11	Crowley	67974	11	Crowley	70352
11	EMS	60200	12	Aledo	61700	12	Joshua	63758	12	Crowley	65632	12	Birdville	67507	12	EMS	70022
13	Northwest	60100	13	Joshua	61532	13	Aledo	63700	13	Aledo	65500	13	Aledo	67400	13	White Sett	70000
14	Cleburne	60050	14	Lake Worth	61450	14	Grandview	63622	14	Lake Worth	65400	14	EMS	67382	14	Birdville	69986
15	Joshua	60000	15	Azle	61050	15	Keller	63496	15	Joshua	65358	15	Alvarado	67380	15	Cleburne	69947
15	Lake Worth	60000	16	Northwest	60950	16	Grapevine	63350	16	Keller	65291	16	Keller	67330	16	Keller	69436
15	White Sett	60000	17	Keller	60915	17	Lake Worth	63200	17	Grapevine	65150	17	Lake Worth	67200	17	Aledo	69000
18	Azle	59500	18	EMS	60811	18	Azle	63118	18	Azle	65118	18	White Sett	67200	18	Burleson	68890
19	Grapevine	59250	19	Grapevine	60750	19	EMS	62561	19	EMS	64857	19	Grapevine	67150	19	Northwest	68750
20	Burleson	59000	20	Burleson	60743	20	Northwest	62350	20	Burleson	64745	20	Azle	67118	20	Lake Worth	68700
20	Keller	59000	21	White Sett	60650	21	Burleson	62204	21	Weatherford	64236	21	Joshua	66858	21	Grapevine	68650
20	Kennedale	59000	22	Kennedale	60400	22	White Sett	61900	22	Northwest	63800	22	Burleson	66579	22	Azle	68618
23	Duncanville	58500	23	Carroll	60057	23	Carroll	61563	23	Carroll	63661	23	Carroll	66219	23	Carroll	68555
24	Carroll	58400	24	Duncanville	59500	24	Weatherford	61136	24	White Sett	63450	24	Weatherford	65766	24	Joshua	68266
25	Weatherford	56700	25	Weatherford	58260	25	Duncanville	60700	25	Duncanville	62200	25	Northwest	65750	25	Weatherford	67886
26	Alvarado	54600	26	Godley	56586	26	Granbury	59834	26	Alvarado	61920	26	Duncanville	64200	26	Duncanville	67100
27	Godley	53100	27	Granbury	56100	27	Godley	58595	27	Granbury	61310	27	Godley	63940	27	Godley	65918
28	Glen Rose	52750	28	Glen Rose	55760	28	Glen Rose	57964	28	Godley	60910	28	Granbury	62624	28	Glen Rose	65387
29	Granbury	52000	29	Alvarado	55745	29	Alvarado	57575	29	Glen Rose	59553	29	Glen Rose	61777	29	Granbury	65071
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	Keene	64500	32	Keene	62000	32	Keene	64500	32	Keene	59500	32	Keene	62000	32	Keene	64500

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

Proposed Longevity Incentive

Years of Service	Amount
5 – 9	\$250
10 – 14	\$500
15 – 19	\$750
20 – 24	\$1000
25 - 29	\$1250
30 - 34	\$1500

Pay Increase History

Year	Raise
2023-2024	3% midpoint
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

Raise Scenarios

Raise Scenario*	Budget Impact
1%	\$2.8
2%	\$5.6
3%	\$8.2

*Raise scenarios are based on the midpoint.

Teaching Hiring Schedule

- Proposed Starting Teacher Salary
- Adjustment of Tenured Teachers

Years of Experience	New Hire Salary
0	\$60,100
1	\$60,200
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

Other Considerations

- Special Education Stipends
- Fine Arts Stipends
- Athletic Stipends
- Market Adjustments
- District Contribution

Questions
