

COMPENSATION PLAN

April 22, 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.

BUDGET WORKSHOP - RECAP

Budget Priorities:

1. Protect Student Programs

- Growth Budget (change to include special populations)
- Ratio Discussions
- Program change discussions

2. Maximize Compensation for Staff

- Max raise for staff
- Teacher Salary Pay Scale Adjustment
- Look at Stipends across all disciplines

3. Protect Fund Balance

- Historical Analysis

BUDGET WORKSHOP - RECAP

Budget Priorities:

1. Protect Student Programs

- Growth Budget
- Ratio Discussions
- Program change discussions

Known



Unknown

2. Maximize Compensation for Staff

- Max raise for staff
- Teacher Salary Pay Scale Adjustment
- Look at Stipends across all disciplines



3. Protect Fund Balance

- Historical Analysis



4. Revenue Projections



PROTECT FUND BALANCE

	Fund Balance	Percentage of Operating
2019	\$ 99,134,726	44.4%
2020	\$ 90,062,710	40.2%
2021	\$ 83,823,552	34.0%
2022	\$ 99,904,957	38.7%
2023	\$ 111,215,675	36.4%
2024	\$ 107,215,675	35.1%
2025	\$ 92,215,675	28.0%*

3 months operating = 25%

4 months operating = 33%

5 months operating = 42%

*based on a deficit of \$15M



GENERAL FUND REVENUE BUDGET 2023-2024

Account	2023-2024 Original Budget	Description	2024-2025 Projected Budget
57xx	\$279,496,182	Tax Revenue	\$278,251,634
58xx	\$18,614,428	State Revenue	\$18,192,132
Total		Total Revenue	\$296,443,776
62xx	\$19,500,000	Recapture	\$7,532,138
Net	\$278,610,610	Net	\$288,911,628

2024-2025 Projected Budget	\$288,911,628
<u>2023-2024 Amended Budget</u>	<u>\$278,610,610</u>
Additional Revenue	\$10,301,018

MIDPOINT RAISE AT 2%

Description	Cost	Balance
Additional Revenue		\$10,301,018
23-24 Deficit	\$2,987,423	\$7,313,595
Growth Budget	\$8,060,300	-\$746,705
Non-Payroll Items (Operations)	\$2,000,000	-\$2,746,705
Contract Inc./Safety & Security	\$3,000,000	-\$5,746,705
Second Staffing	\$2,518,000	-\$8,264,705
SPED Stipends (-\$617,000)	\$186,000	-\$8,450,705
Raise 2%	\$5,822,650	-\$14,273,355

STRUCTURAL CHANGES

A15	A17
Teaching Positions Nurses	Support Positions
A20	A22
Librarians	Support Positions
A25/A30	A27
Counselors	Support Positions

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

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

TEACHER HIRING SCHEDULE

- Proposed Starting Teacher Salary
- Adjustment of Tenured Teachers

Years of Experience	New Hire Salary
0	\$61,500
1	\$61,710
2	\$61,920
3	\$62,130
4	\$62,340
5	\$62,550
6	\$62,890
7	\$63,230
8	\$63,570
9	\$63,910
10	\$64,250
11	\$64,570
12	\$64,890
13	\$65,210
14	\$65,530
15	\$65,850
16	\$66,320
17	\$66,790
18	\$67,260
19	\$67,730
20	\$68,200
21	\$68,730
22	\$69,260
23	\$69,790
24	\$70,320
25	\$70,850
26	\$71,610
27	\$72,370
28	\$73,130
29	\$73,890
30+	\$74,650

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QUESTIONS