

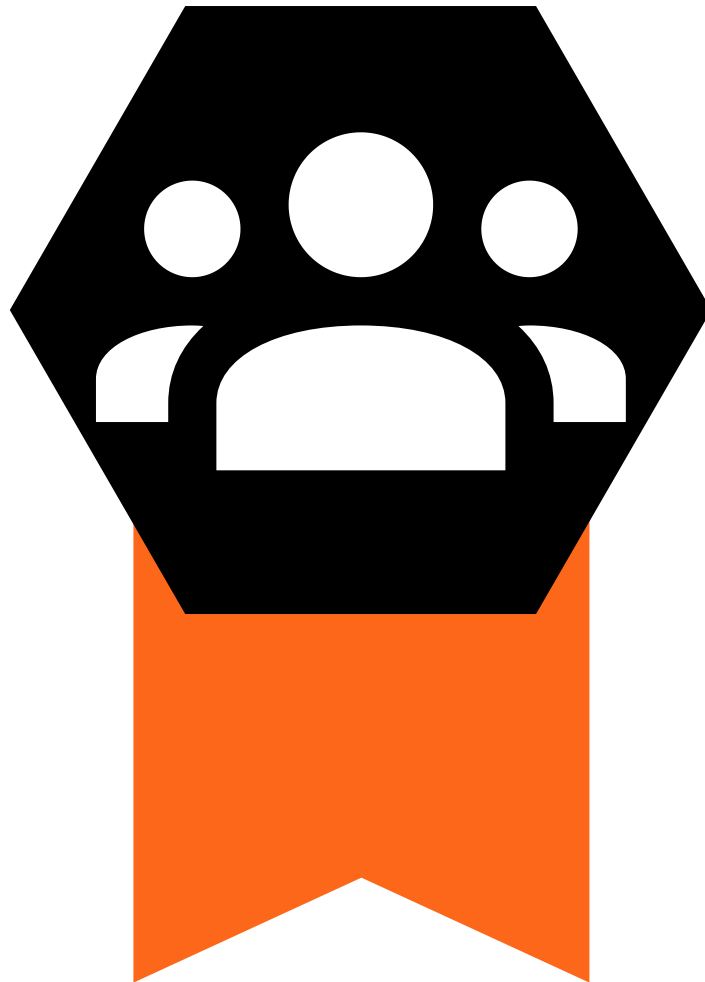


Report Card to the Community

ALEDO INDEPENDENT SCHOOL DISTRICT · 2022-2023

EXCEPTIONAL EXPERIENCES

Staff





Aledo ISD

Staff Survey
Spring 2023



Report created by
Panorama Education



Topic Description

Results

Benchmark

Professional Learning

Perceptions of the amount and quality of professional growth and learning opportunities available to faculty and staff.

58%

▲ 2
since last survey



60th - 79th percentile compared to others nationally

School Climate

Perceptions of the overall social and learning climate of the school.

71%

▲ 6
since last survey



60th - 79th percentile compared to others nationally

Staff-Leadership Relationships

Perceptions of faculty and staff relationships with school leaders.

82%

▲ 3
since last survey



60th - 79th percentile compared to others nationally

127 responses



Your average

58%

127 responses

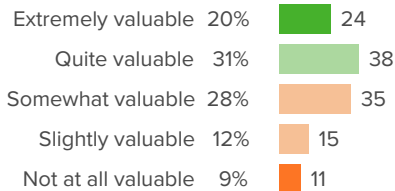
Change

▲ 2

since last survey

How did people respond?

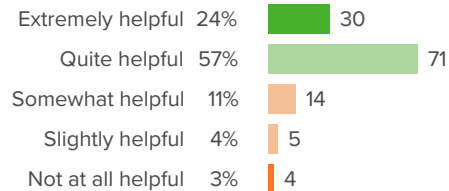
Q.1: At your school, how valuable are the available professional development opportunities?



▲ 1 from last survey

Favorable: 50%

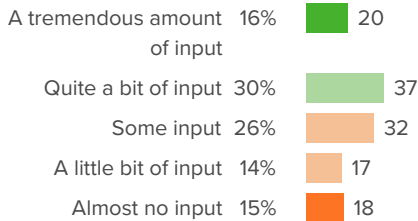
Q.2: How helpful are your colleagues' ideas for improving your work?



▲ 9 from last survey

Favorable: 81%

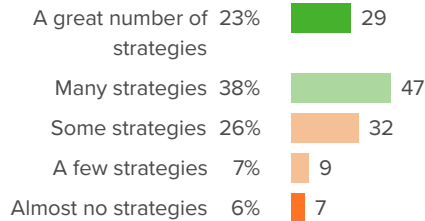
Q.3: How much input do you have into individualizing your own professional development opportunities?



▼ 4 from last survey

Favorable: 46%

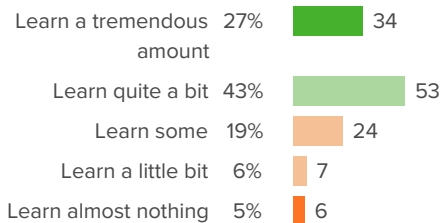
Q.4: Through working at your school, how many new strategies for your job have you learned?



▲ 0 from last survey

Favorable: 61%

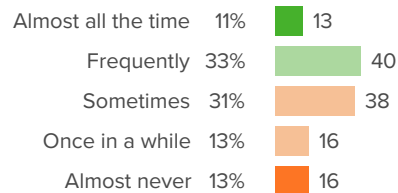
Q.5: Overall, how much do you learn from the leaders at your school?



▲ 8 from last survey

Favorable: 70%

Q.6: How often do your professional development opportunities help you explore new ideas?

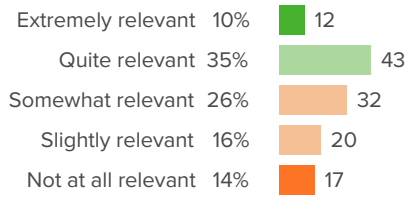


▲ 1 from last survey

Favorable: 43%



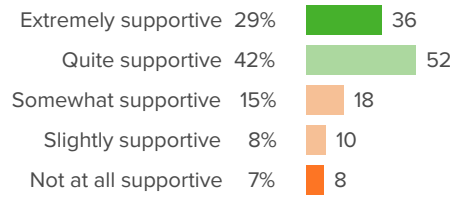
Q.7: How relevant have your professional development opportunities been to your work?



▼ 4 from last survey

Favorable: **44%**

Q.8: Overall, how supportive has the school been of your professional growth?



▲ 11 from last survey

Favorable: **71%**



Your average

71%

127 responses

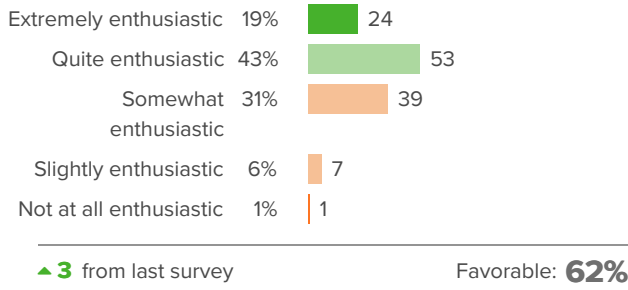
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▲ 6

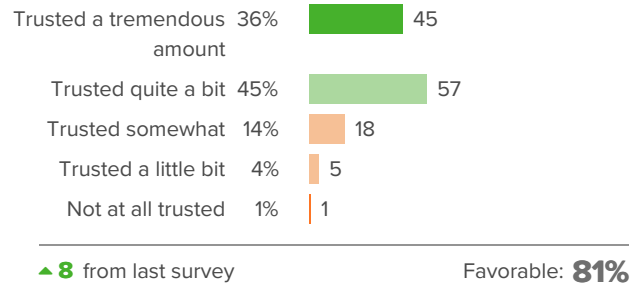
since last survey

How did people respond?

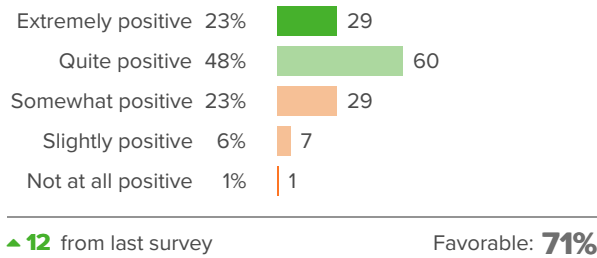
Q.1: On most days, how enthusiastic are the students about being at school?



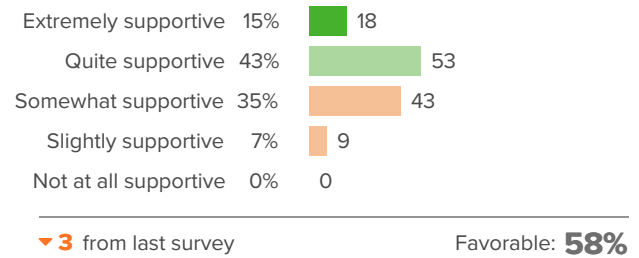
Q.2: To what extent are staff trusted to work in the way they think is best?



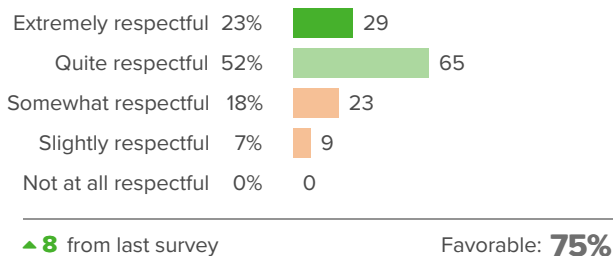
Q.3: How positive are the attitudes of your colleagues?



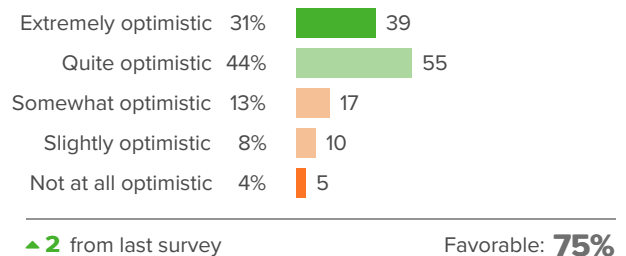
Q.4: How supportive are students in their interactions with each other?



Q.5: How respectful are the relationships between staff and students?

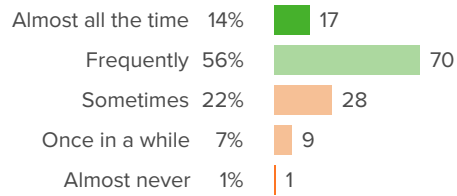


Q.6: How optimistic are you that your school will improve in the future?



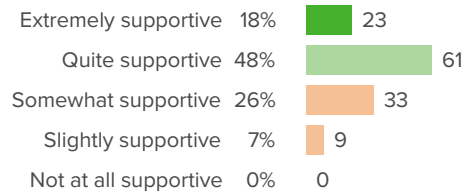


Q.7: How often do you see students helping each other without being prompted?



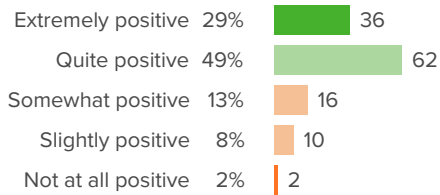
▲ 1 from last survey Favorable: **70%**

Q.8: When new initiatives are presented at your school, how supportive are your colleagues?



▲ 10 from last survey Favorable: **67%**

Q.9: Overall, how positive is the working environment at your school?



▲ 8 from last survey Favorable: **78%**



Staff-Leadership Relationships

Your average

82%

127 responses

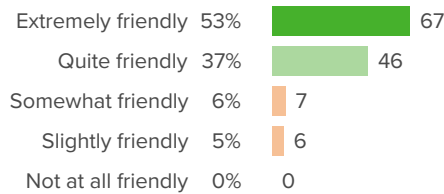
Change

▲ 3

since last survey

How did people respond?

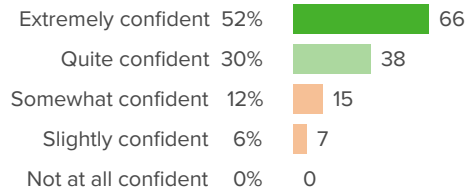
Q.1: How friendly are your school leaders toward you?



▲ 6 from last survey

Favorable: **90%**

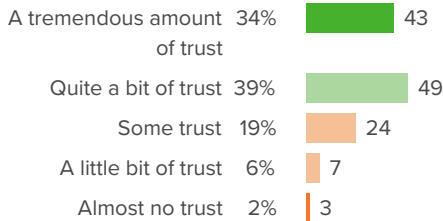
Q.2: How confident are you that your school leaders have the best interests of the school in mind?



▲ 2 from last survey

Favorable: **83%**

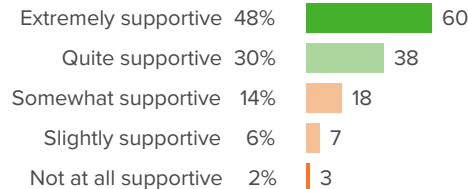
Q.3: How much trust exists between school leaders and staff?



▲ 0 from last survey

Favorable: **73%**

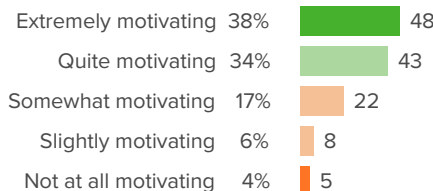
Q.4: When you face challenges at work, how supportive are your school leaders?



▲ 1 from last survey

Favorable: **78%**

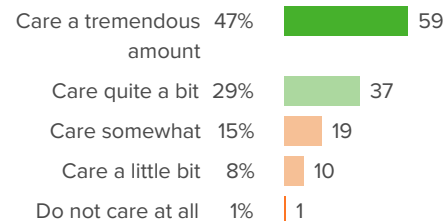
Q.5: At your school, how motivating do you find working with the leadership team?



▲ 2 from last survey

Favorable: **72%**

Q.6: How much do your school leaders care about you as an individual?

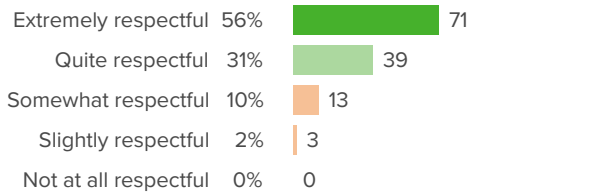


▼ 1 from last survey

Favorable: **76%**

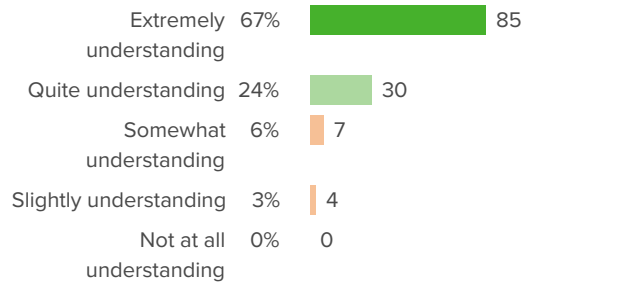


Q.7: How respectful are your school leaders towards you?



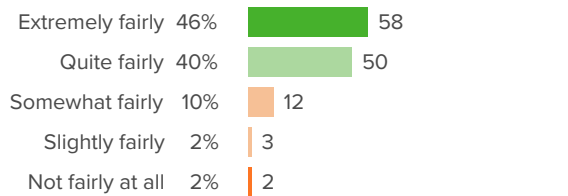
▲ 4 from last survey Favorable: **87%**

Q.8: When challenges arise in your personal life, how understanding are your school leaders?



▲ 8 from last survey Favorable: **91%**

Q.9: How fairly does the school leadership treat the staff?



▲ 5 from last survey Favorable: **86%**







Aledo ISD

Teacher Survey
Spring 2023



Report created by
Panorama Education

Topic Description	Results	Benchmark
<p>Faculty Growth Mindset</p> <p>Perceptions of whether teaching can improve over time.</p>	<p>51%</p> <p>▲1 since last survey</p>	 <p>0th - 19th percentile compared to others nationally</p>
<p>Professional Learning</p> <p>Perceptions of the amount and quality of professional growth and learning opportunities available to faculty and staff.</p>	<p>56%</p> <p>▲7 since last survey</p>	 <p>60th - 79th percentile compared to others nationally</p>
<p>School Climate</p> <p>Perceptions of the overall social and learning climate of the school.</p>	<p>61%</p> <p>▲10 since last survey</p>	 <p>40th - 59th percentile compared to others nationally</p>
<p>Staff-Leadership Relationships</p> <p>Perceptions of faculty and staff relationships with school leaders.</p>	<p>75%</p> <p>▲6 since last survey</p>	 <p>40th - 59th percentile compared to others nationally</p>

419 responses



Faculty Growth Mindset

Your average

51%

419 responses

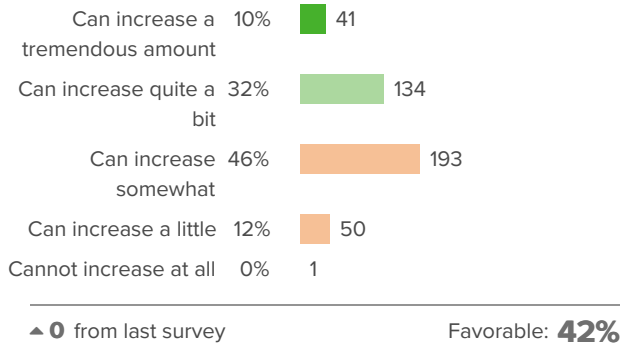
Change

▲ 1

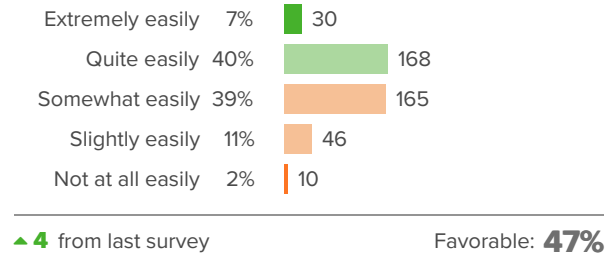
since last survey

How did people respond?

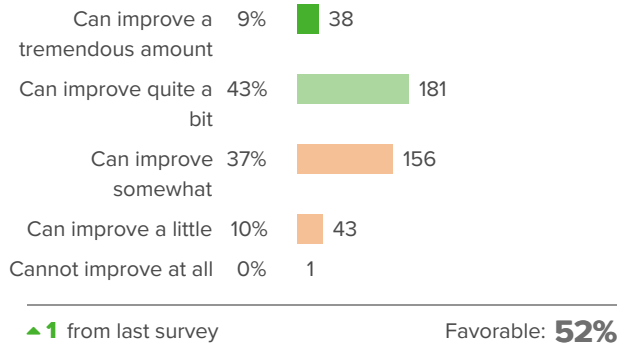
Q.1: To what extent can teachers increase how much their most difficult students learn from them?



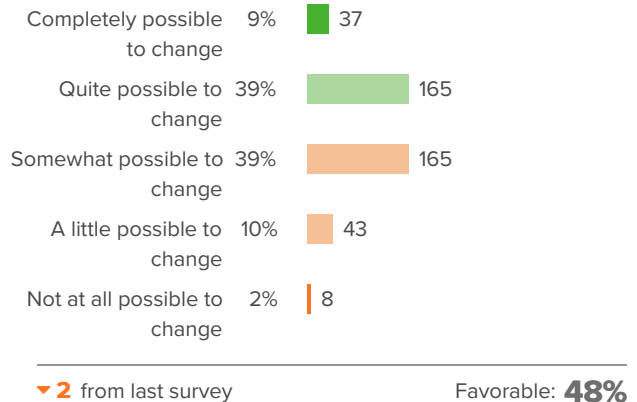
Q.2: How easily can teachers change their teaching style to match the needs of a particular class?



Q.3: To what extent can teachers improve their implementation of different teaching strategies?

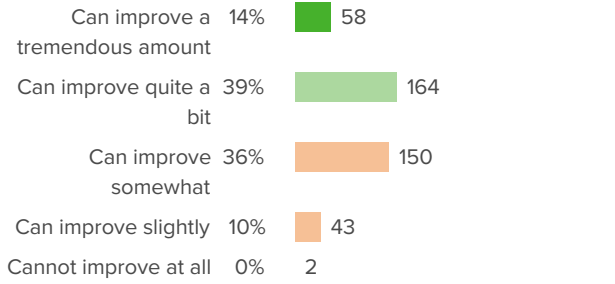


Q.4: How possible is it for teachers to change their ability to work with dissatisfied parents?



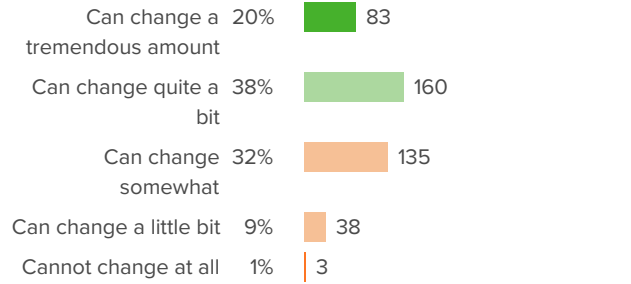


Q.5: How much can teachers improve their classroom management approaches?



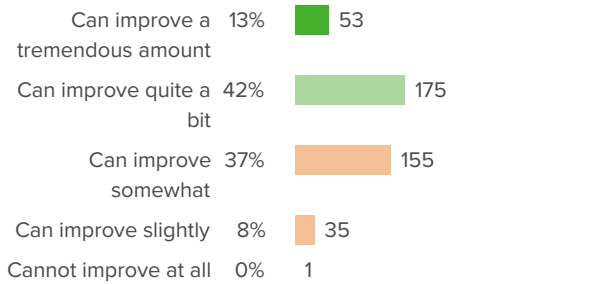
▲ 2 from last survey Favorable: **53%**

Q.6: To what extent can teachers change their intelligence about the subjects that they teach?



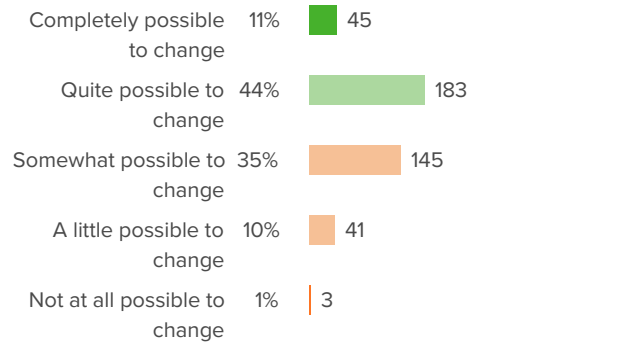
▲ 0 from last survey Favorable: **58%**

Q.7: Over the course of a school year, to what extent can teachers improve the clarity of their explanations of challenging concepts?



▲ 2 from last survey Favorable: **54%**

Q.8: How possible is it for teachers to change how well they relate to their most difficult students?



▲ 4 from last survey Favorable: **55%**



Your average

56%

419 responses

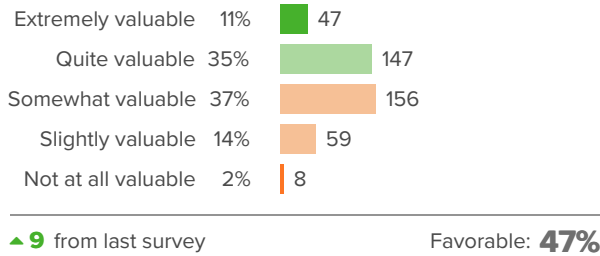
Change

▲ 7

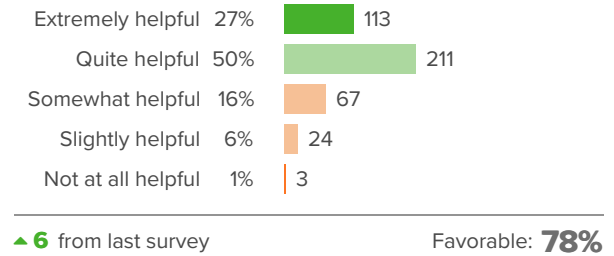
since last survey

How did people respond?

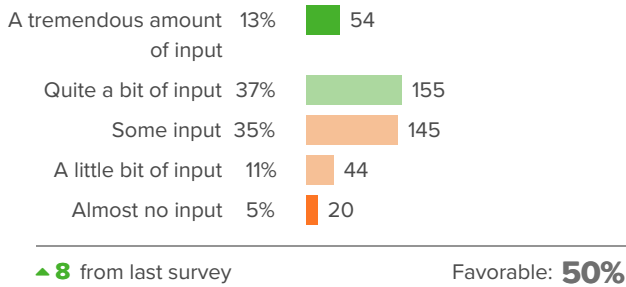
Q.1: At your school, how valuable are the available professional development opportunities?



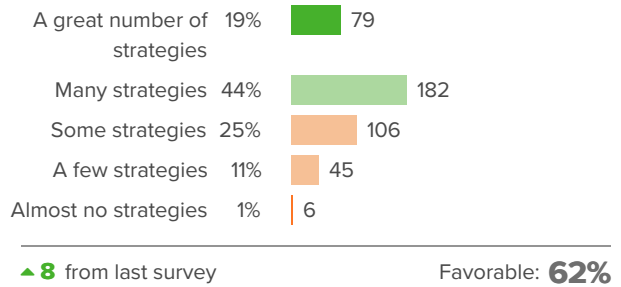
Q.2: How helpful are your colleagues' ideas for improving your teaching?



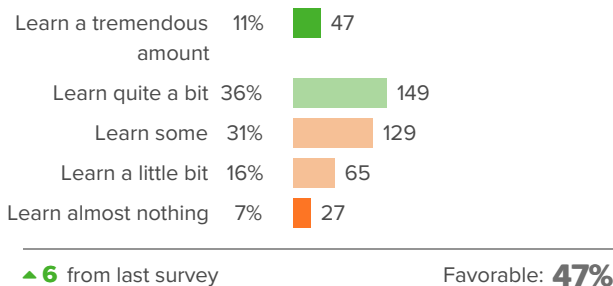
Q.3: How much input do you have into individualizing your own professional development opportunities?



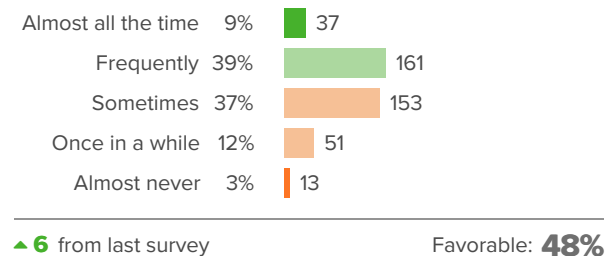
Q.4: Through working at your school, how many new teaching strategies have you learned?



Q.5: Overall, how much do you learn about teaching from the leaders at your school?

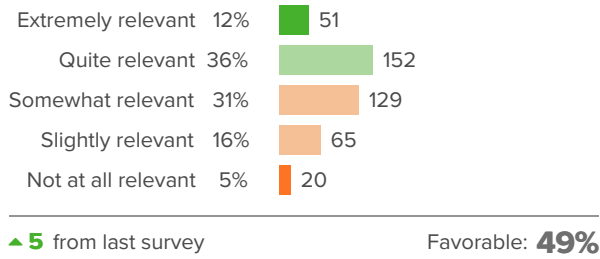


Q.6: How often do your professional development opportunities help you explore new ideas?

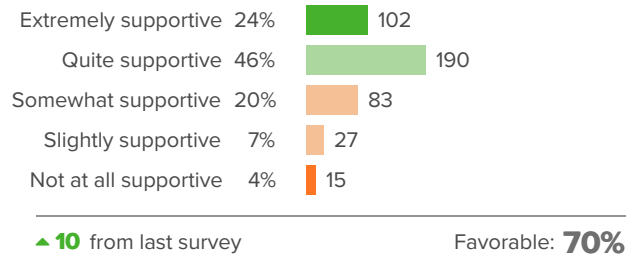




Q.7: How relevant have your professional development opportunities been to the content that you teach?



Q.8: Overall, how supportive has the school been of your growth as a teacher?





Your average

61%

419 responses

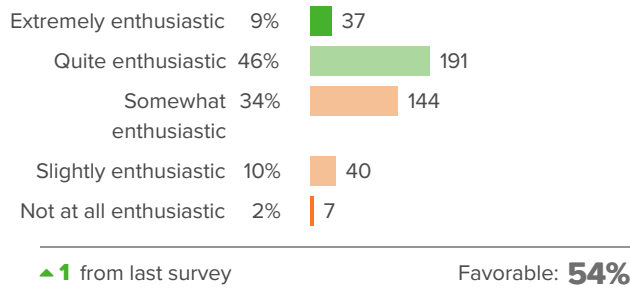
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▲ 10

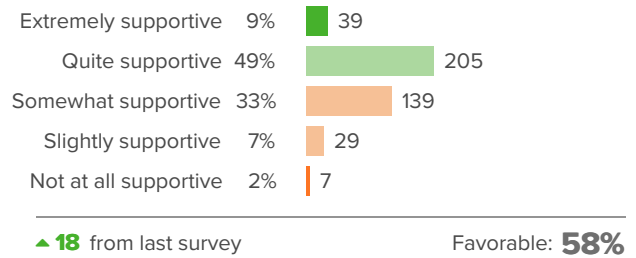
since last survey

How did people respond?

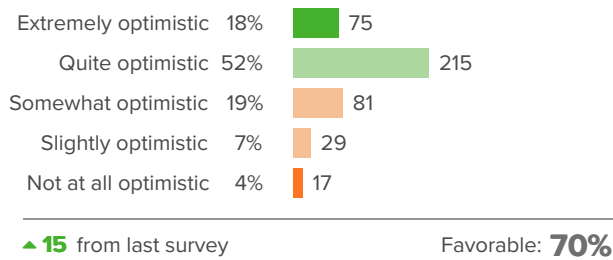
Q.1: On most days, how enthusiastic are the students about being at school?



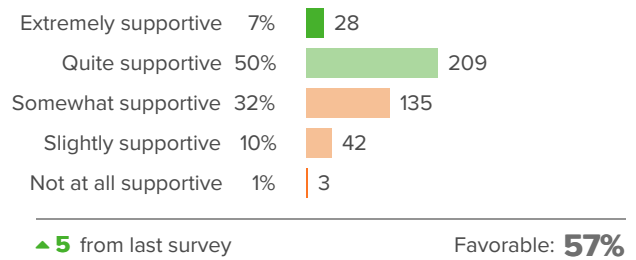
Q.2: When new initiatives to improve teaching are presented at your school, how supportive are your colleagues?



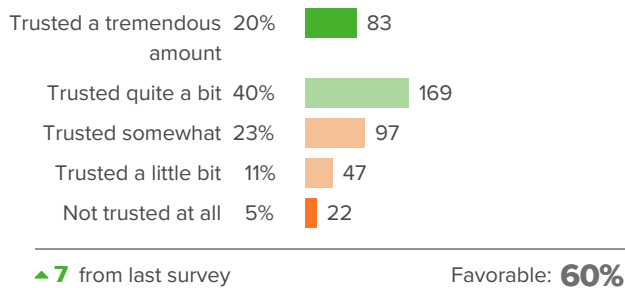
Q.3: How optimistic are you that your school will improve in the future?



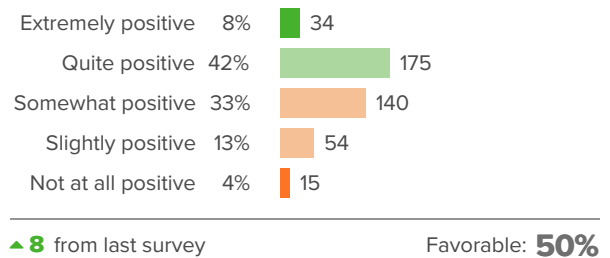
Q.4: How supportive are students in their interactions with each other?



Q.5: To what extent are teachers trusted to teach in the way they think is best?

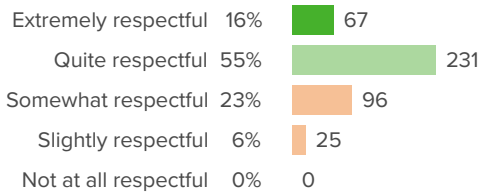


Q.6: How positive are the attitudes of your colleagues?



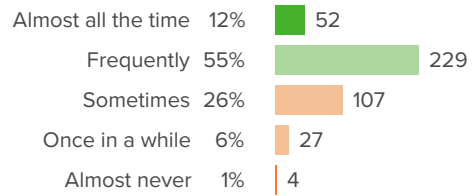


Q.7: How respectful are the relationships between teachers and students?



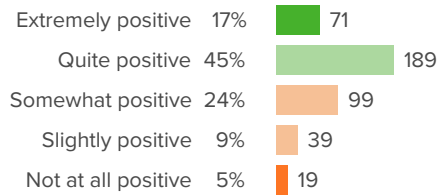
▲ 15 from last survey Favorable: **71%**

Q.8: How often do you see students helping each other without being prompted?



▲ 15 from last survey Favorable: **67%**

Q.9: Overall, how positive is the working environment at your school?



▲ 2 from last survey Favorable: **62%**



Staff-Leadership Relationships

Your average

75%

419 responses

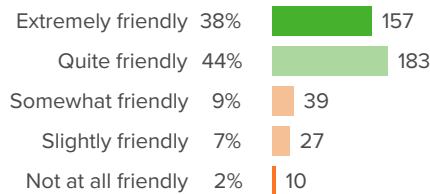
Change

▲ 6

since last survey

How did people respond?

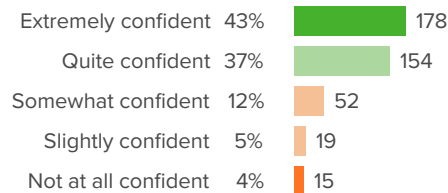
Q.1: How friendly are your school leaders toward you?



▲ 6 from last survey

Favorable: **82%**

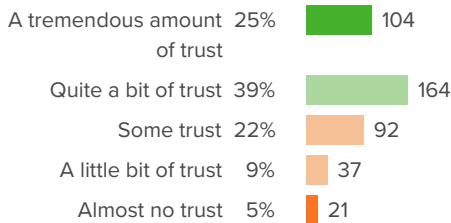
Q.2: How confident are you that your school leaders have the best interests of the school in mind?



▲ 7 from last survey

Favorable: **79%**

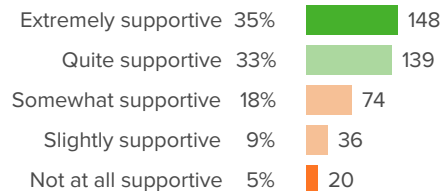
Q.3: How much trust exists between school leaders and faculty?



▲ 7 from last survey

Favorable: **64%**

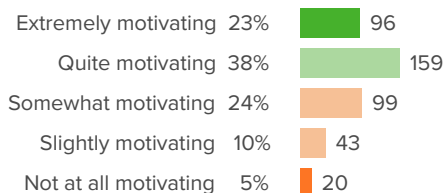
Q.4: When you face challenges at work, how supportive are your school leaders?



▲ 3 from last survey

Favorable: **69%**

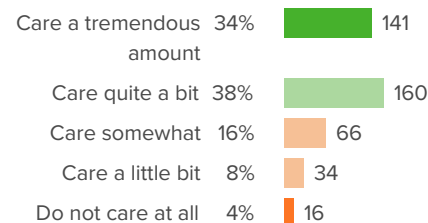
Q.5: At your school, how motivating do you find working with the leadership team?



▲ 6 from last survey

Favorable: **61%**

Q.6: How much do your school leaders care about you as an individual?

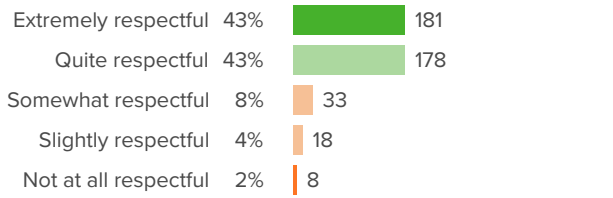


▲ 6 from last survey

Favorable: **72%**

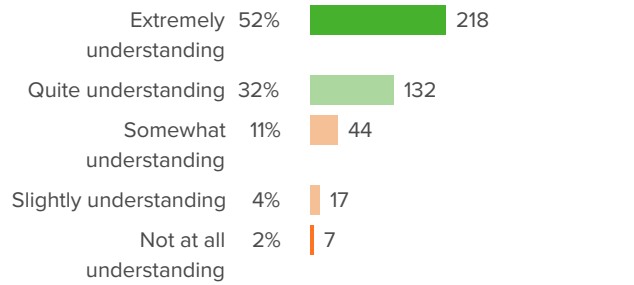


Q.7: How respectful are your school leaders towards you?



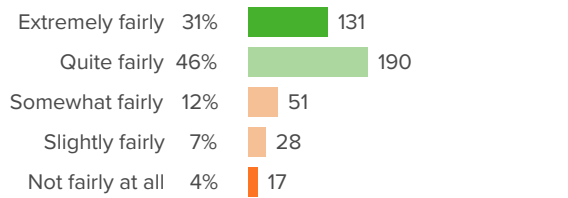
▲ **5** from last survey Favorable: **86%**

Q.8: When challenges arise in your personal life, how understanding are your school leaders?



▲ **2** from last survey Favorable: **84%**

Q.9: How fairly does the school leadership treat the faculty?



▲ **8** from last survey Favorable: **77%**



Staff Survey Summary Notes

127 responses

We experienced a decrease in favorable responses in 4 of 26 questions and an increase in favorable responses in 20 of 26 questions and had *no change* in 2 of 26 questions.

In the Professional Learning Category:

- 71% of respondents agree that the school has been supportive of their professional growth but only 45% report the professional growth opportunities are relevant to their work.
- 81% of respondents report their colleagues' ideas are helpful in improving their work while 61% shared they have learned many new strategies for their job while working at their school.
- 70% shared they learn quite a bit to a tremendous amount from the leaders at their school.

In the School Climate Category:

- 81% report they are trusted to work in the way they think best and 75% are quite optimistic their school will improve in the future.
- 78% responded positively that the working environment is positive at their school.

In the Staff Leadership Relationships Category:

- 87% of respondents' favorably report that school leaders are respectful towards them and when challenges arise in their personal life they are understanding.
- 83% report they are confident school leaders have the best interests of the school in mind and treat the staff quite fairly while 78% shared that when they face challenges at work their school leaders are very supportive.



Teacher Survey Summary Notes

419 responses

We experienced a decrease in favorable responses in 1 of 34 questions and an increase in favorable responses in 31 of 34 questions and had *no change* in 2 of 34 questions.

In the Faculty Growth Mindset Category:

- Approximately 52% of teacher respondents agreed they could improve their implementation of different teaching strategies and 48% said they could change their ability to work with dissatisfied parents.

In the Professional Learning Category:

- 78% of teacher respondents report their colleagues' ideas are helpful for improving their teaching.
- 62% report they have learned many new strategies through working at their campus.
- 70% of teachers report the school has been supportive in their growth as a teacher.

In the School Climate Category:

- 78% of teacher respondents report their school has a positive working environment.
- 75% are optimistic that their school will improve in the future.
- 62% report students are enthusiastic about being at school and they are trusted as teachers to teach in the way they think is best.

In the Staff-Leadership Relationships Category:

- 86% report schools' leaders 84% are respectful towards them and when challenges arise in their personal life school leaders are understanding.
- 79% of teacher respondents report they are confident school leaders have the best interests of the school in mind.
- 64% of teacher respondents report there is trust between school leaders and the faculty.



Staff

2022-2023 District Employee Recognition Programs

WORK ANNIVERSARY RECOGNITIONS - 138

We recognized 138 of our staff members who celebrated a 5-30 year anniversary with the District.

NATIONAL & STATE ASSOCIATION AWARD RECOGNITIONS - 8

There were 8 of our team members who were either recognized as tops or were named in critical roles within these organizations.

EXPERT PRESENTER IN THEIR FIELD - 4

This year 4 of our staff members presented at state or national industry associations or conventions.

INSTRUCTIONAL CAMPUS/DEPARTMENT AWARDS - 88

We had 88 staff members who were recognized by their campus programs or department awards through the school year.

MARVA COLLINS AND CIRCLE OF GREATNESS WINNERS - 13 and 585

We honored 13 staff members who showed outstanding achievement in their work with students and staff. There were 585 Circle of Greatness nominations throughout the 22-23 school year.



2022-2023 Turnover & Retention percentages by Classification

Classification	Total New Hires	Total Separations	Active	Turnover %	Retention %
Teacher	116	73	495	15%	85%
Auxiliary	73	57	191	25%	75%
Paraprofessional	70	34	103	29.5%	71%
Professional	37	24	158	16%	87%
Overall Total	296	161	9	17.7%	83%

2021-2022 Turnover/Retention Totals

Classification	Turnover %	Retention %
Teacher	15%	85%
Auxiliary	32%	68%
Paraprofessional	34%	66%
Professional	10.5%	90%
Overall Total	19.75%	82%

2020-2021 Turnover/Retention By Category:

Classification	Turnover %	Retention %
Teacher	18%	82%
Auxiliary	17%	83%
Paraprofessional	17%	83%
Professional	3.5%	97%
Overall Total	17.33%	82.7%

Aledo ISD Professional Learning Opportunities

Aledo ISD is committed to ensuring that all educators have ongoing opportunities for professional learning and growth. Aledo ISD offers a variety of professional learning opportunities for staff to obtain their Continuing Professional Education (CPE) credit hours that are required for all Texas educators.



Aledo ISD designs relevant professional learning sessions throughout the school year to ensure that educators are equipped with current, research-based best instructional practices.

AISD Professional Learning Opportunities Offered During the 2022-23 School Year Include:

- **New Teacher Academy:** All new to Aledo ISD teachers are required to attend a three day new teacher academy that takes place prior to the start of the school year. During the New Teacher Academy, new educators have the opportunity to meet, collaborate and network with other AISD staff members while learning about AISD's instructional priorities and resources.
- **All Staff Professional Learning Days:** Professional learning opportunities are embedded throughout the school year in the district calendar. During the 2022-23 school year, 7 days were designated as professional learning days for staff.
- **Just In-Time Training Sessions:** Throughout the school year, Just In-Time Training opportunities are provided to staff based on current instructional needs. The district Just In-Time Trainings are short, timely, optional training sessions that are offered virtually, before or after school and are designed to provide in the moment professional learning to support teacher's current needs.
- **Virtual Summer Courses:** Virtual professional learning courses are offered in the Canvas Learning Management System throughout the summer for staff to complete at their own pace. Teachers were able to choose the sessions that were most meaningful and relevant for them based on their needs.
- **Empower Summer Professional Learning Academy:** Each school year, Aledo ISD offers professional learning opportunities during the summer for teachers so that teachers can continue growing in their practice year round. During the 202-23 school year, Aledo ISD offered a two day professional learning academy that was open to Aledo ISD educators and educators from surrounding districts. 146 professional learning sessions were offered and teachers were able to choose the sessions that were most meaningful and relevant for them.

2022-2023 PL Hours for Community Report Card

Professional Learning Opportunities	Professional Learning Hours Offered
New Teacher Academy	18
All Staff Professional Learning	42
Just in Time Training Sessions	28
Virtual Summer Courses	20.5
Empower 2023	220.5
22-23 Total PL Hours Offered	329



Aledo ISD

Pay Systems Maintenance

Nicolle Gee-Guzman

April 17, 2023



HR Services

This information is provided for educational purposes only to facilitate a general understanding of the law or other regulatory matter. This information is neither an exhaustive treatment on the subject nor is this intended to substitute for the advice of an attorney or other professional advisor. Consult with your attorney or professional advisor to apply these principles to specific fact situations

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TASB Pay Study Process

Data Collection

Pay data & processes

Kick-off discussions



Market Pay Review

Gather market data

Match common jobs



Build Models for Improvement

Align pay structures

Adjust employee pay



Pay System Objectives

- **Recruit Employees**

- Competitive entry rates
- Competitive pay for experienced new hires

- **Pay for Job Value**

- Prevent overpayment or underpayment

- **Retain Employees**

- Advance pay to market rates
- Market-competitive pay increases

- **Control Costs**

- Salary plan and increases driven by budget



EXCEPTIONAL EXPERIENCES
Staff

Market Districts

District	ESC Region	Student Enrollment	Number of FTE	Teacher	Exempt & Nonexempt
Azle ISD	11	7,071	1,030	X	X
Burleson ISD	11	12,746	1,598	**	
Carroll ISD	11	8,462	1,124	X	X
Castleberry ISD	11	3,639	540	X	X
Cleburne ISD	11	7,233	1,121	X	X
Eagle Mountain-Saginaw ISD	11	23,109	3,016	X	X
Fort Worth ISD	11	74,850	10,079	X	X
Granbury ISD	11	7,958	1,141	X	X
Joshua ISD	11	5,880	799	X	X
Keller ISD	11	34,813	4,339	X	X
Northwest ISD	11	27,569	2,775	**	
Weatherford ISD	11	8,278	1,169	X	X
White Settlement ISD	11	6,956	884	X	X
<i>Aledo ISD</i>	11	7,327	830	13	11



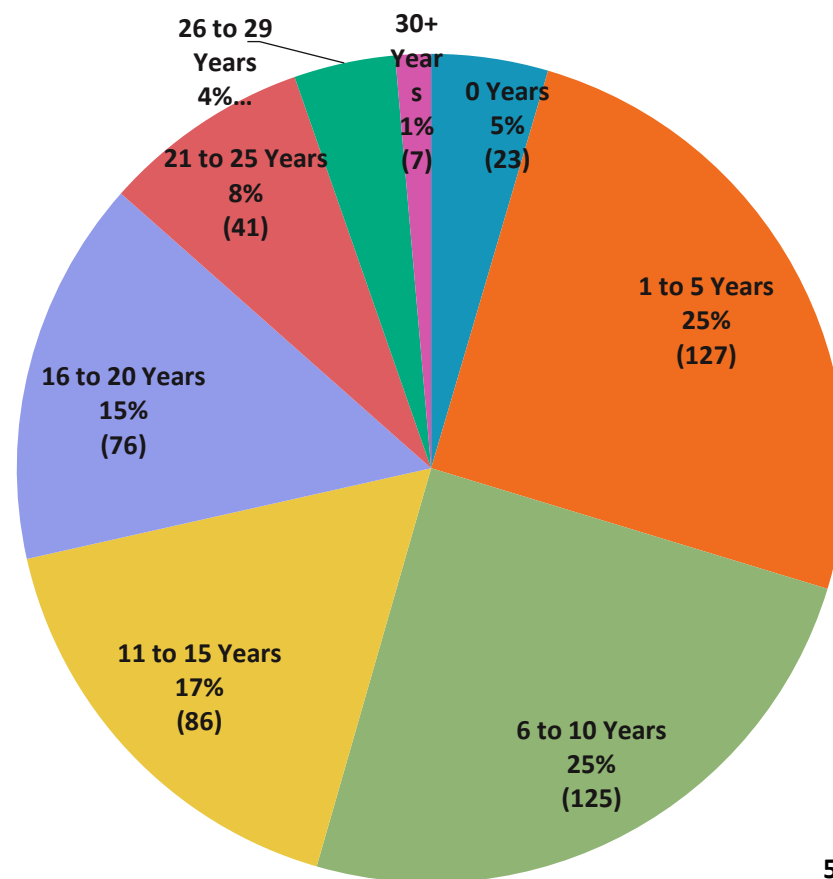
Other Fort Worth Metro Area Market Sources

- Economic Research Institute
- CompAnalyst



Teachers – Demographics

Experience of Current Teachers and Librarians

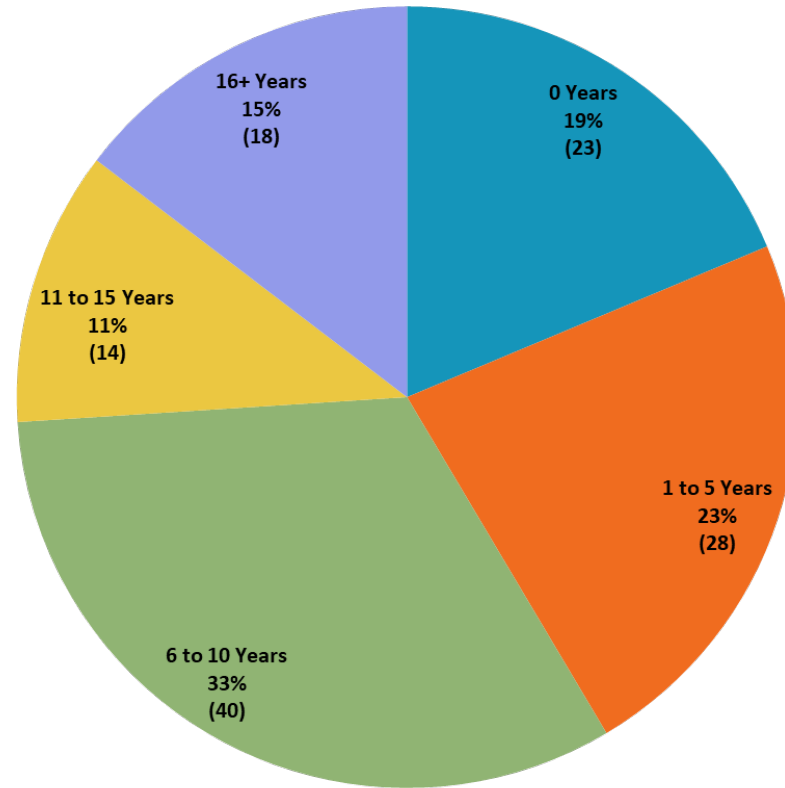


505 Teachers and Librarians



Teachers – Demographics

Experience of Newly Hired Teachers and Librarians

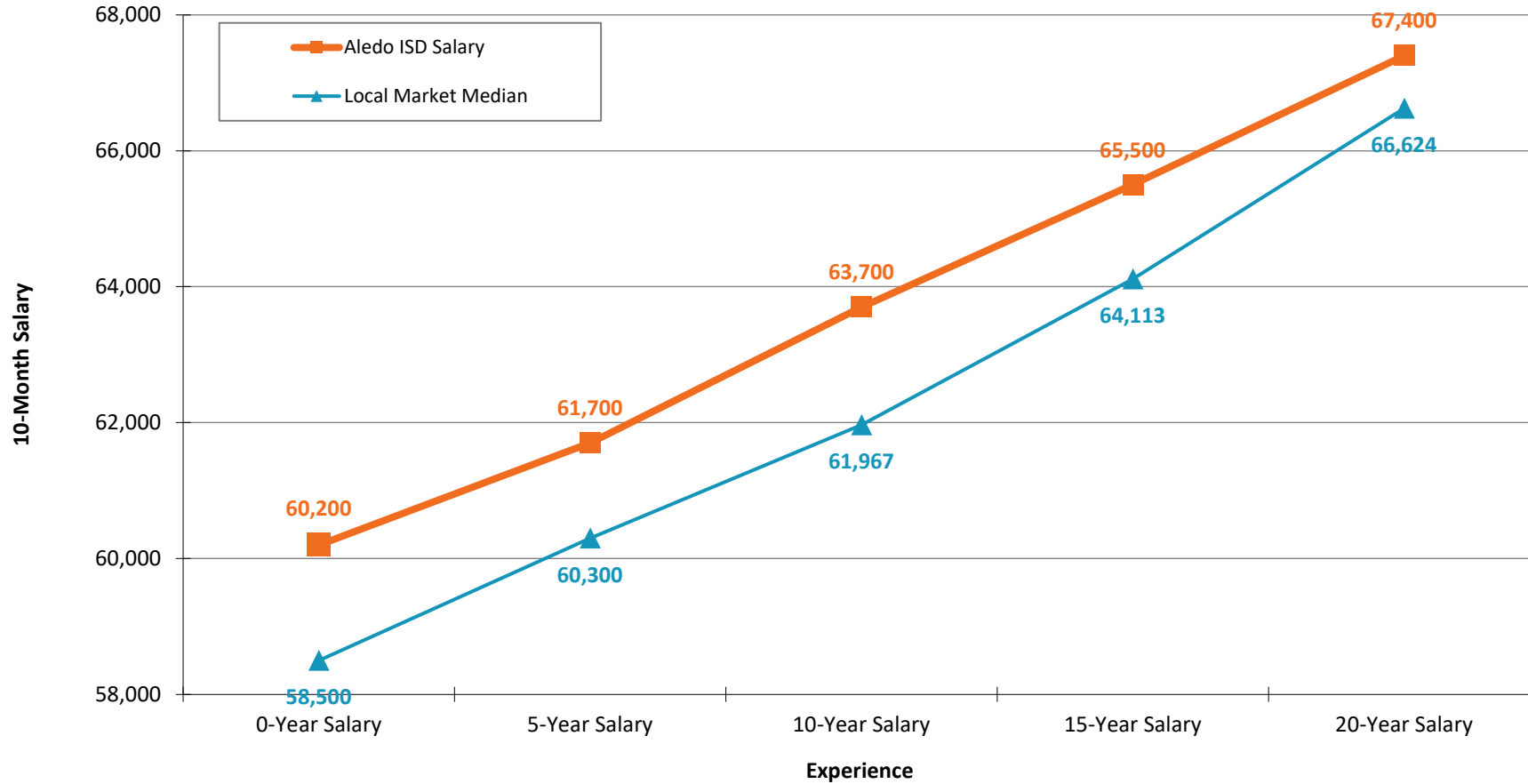


123 Teachers and Librarians
with 0 years of local experience in 2022-2023



Teachers – Market Graph

Teacher Salary Plan, 2022-2023
Market Comparison





Teachers – Market Salaries

	0 - Years	5 - Years	10 - Years	15 - Years	20 - Years	Average Salary
Aledo ISD Salary	\$60,200	\$61,700	\$63,700	\$65,500	\$67,400	\$64,111
Local Market Median	\$58,500	\$60,300	\$61,967	\$64,113	\$66,624	\$63,129
% Difference from Market	103%	102%	103%	102%	101%	102%
Difference from Market	\$1,700	\$1,400	\$1,733	\$1,387	\$776	\$982



Teachers – Market Stipends

Stipend	Aledo ISD	Median Stipend	Districts Reporting
General Master's Degree	\$1,000	\$1,250	11 of 11
Secondary Math	--	\$3,000	2 of 11
Secondary Science	--	\$3,000	2 of 11
Special Education Self-Contained	--	\$2,000	3 of 11
Bilingual	--	\$4,000	10 of 11



Administrator/Professional – Market Salaries

Pay Group	Employee Pay to Market	Pay Grade Midpoint to Market	Pay Grade Minimum to Market	Number of Benchmarks
Central Administration (Statewide – Daily Rate)	103%	103%	--	16
Central Administration (Local Market – Daily Rate)	95%	95%	--	16
Campus Administration	102%	102%	--	7
Professional	103%	102%	--	21



Other Pay Groups – Market Salaries

Pay Group	Employee Pay to Market	Pay Grade Midpoint to Market	Pay Grade Minimum to Market	Number of Benchmarks
Clerical Paraprofessional Support	104%	103%	104%	19
Instructional Paraprofessional Support	111%	118%	114%	5
Auxiliary	103%	100%	99%	17



Recommendation 1

Adopt proposed pay structure for the 2023-2024 school year.

- HR Services has recommended four pay structures – three midpoint-based structures for administrative/professional, clerical/paraprofessional, and auxiliary job groups, and one placement structure for teachers and related instructional staff.
- Midpoint-based structures group jobs of similar market value, skill, effort, and responsibility into proposed pay grades with minimum, midpoint, and maximum values.



Recommendation 2

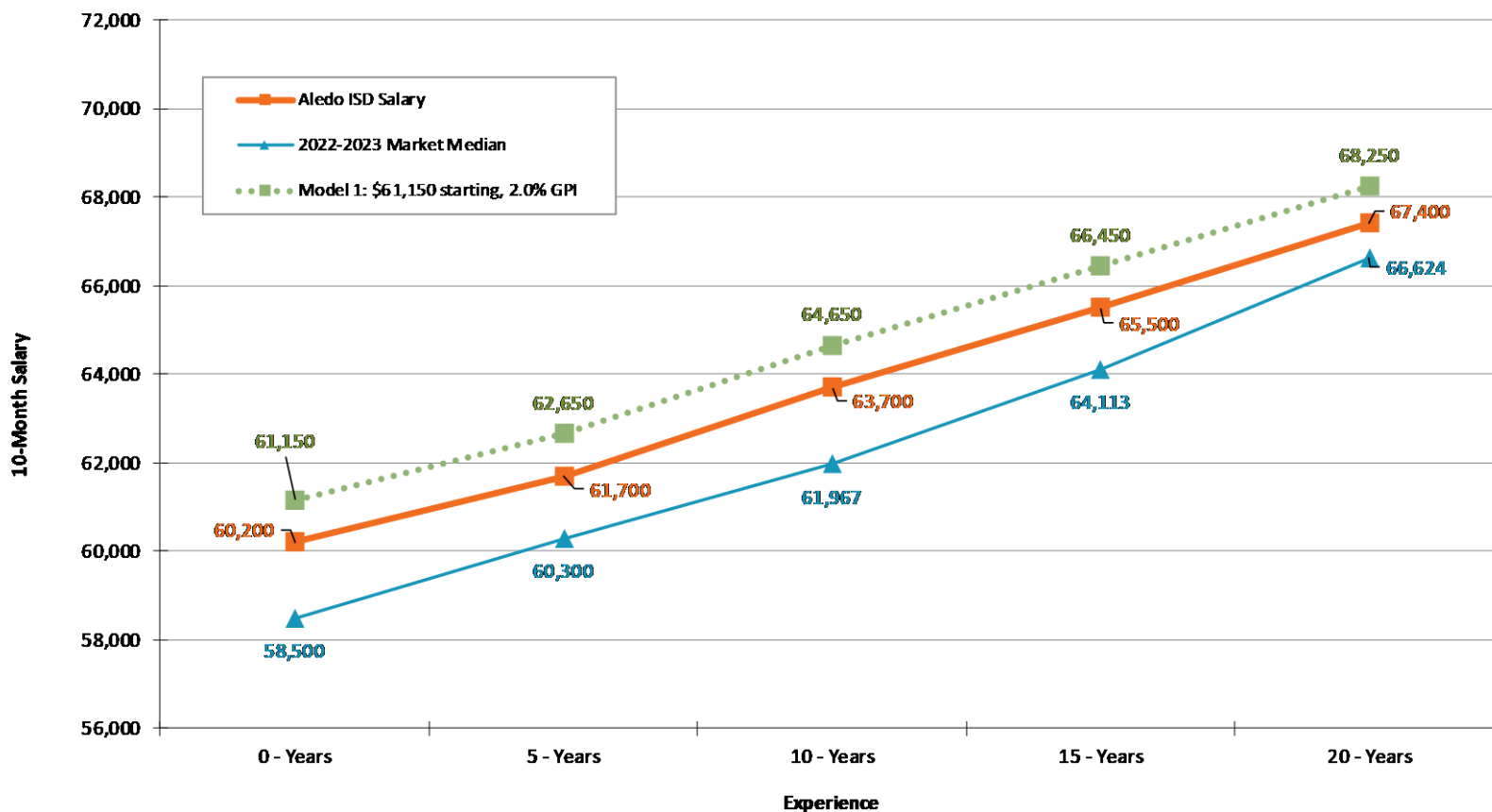
Adopt a general pay increase (GPI) to maintain market position

- Model 1: 2% for all job groups
- For teacher structure, GPI calculated as a percentage of market median salary
- For other pay groups, GPI calculated as a percentage of employee's pay grade midpoint



Recommendation 2

Teacher Salary Plan 2022-2023 Market Comparison
Model 1: \$61,150 starting, 2.0% GPI





Recommendation 3

Provide adjustments to address market differences and maintain equity

- Increase to 1 percent above minimum
- Teacher pay equity adjustments
- Strategic adjustments



Recommendation 4

Consider including stipends for hard-to-fill teaching assignments

- Special Ed Self-Contained: \$2,000 stipend



Cost – Model 1 (2.0%)

Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers	\$631,873	\$2,070	\$633,943
Administrative/Professional	\$248,448	\$6,076	\$254,524
Clerical/Technical	\$79,607	\$0	\$79,607
Auxiliary	\$99,214	\$6,363	\$105,577
Total	\$1,059,142	\$14,509	\$1,073,651
% of Current Costs	2.0%	0.0%	2.0%



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Comparison of Teacher Salaries in the Dallas/Fort Worth 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	Dallas	63250	1	Coppell	65814	1	Arlington	67900	1	Arlington	70400	1	Arlington	72500	1	Ft Worth	76467
2	Castleberry	60892	2	Ft Worth	62948	2	Dallas	65450	2	Ft Worth	67600	2	Ft Worth	69986	2	Alvarado	72280	2	HEB	75859
3	Everman	60608	3	Arlington	62900	3	Arlington	65400	3	Grand Prairie	66976	3	Grand Prairie	69056	3	Ft Worth	71976	3	Alvarado	75400
4	Mansfield	60500	4	Castleberry	62892	4	Irving	65325	4	Castleberry	66892	4	Castleberry	68892	4	Everman	71180	4	Irving	75091
5	Arlington	60400	5	Everman	62693	5	Ft Worth	65125	5	Coppell	66814	5	Everman	68846	5	Irving	71001	5	Castleberry	74992
6	Aledo	60200	6	HEB	62223	6	HEB	64913	6	Everman	66724	6	Frisco	68600	6	Castleberry	70992	6	Arlington	74500
7	Crowley	60010	7	Joshua	61732	7	Castleberry	64892	7	Frisco	66400	7	Irving	68021	7	Grand Prairie	70928	7	Everman	74362
8	Dallas	60000	8	Aledo	61700	8	Everman	64709	8	HEB	66363	8	HEB	67876	8	HEB	70700	8	Mansfield	74168
8	Ft Worth	60000	9	Mansfield	61612	9	Joshua	63958	9	Irving	66355	9	Coppell	67814	9	Frisco	70600	9	Joshua	73702
8	Garland	60000	10	Garland	61570	10	Frisco	63750	10	Lewisville	65900	10	McKinney	67500	10	Coppell	69988	10	Grand Prairie	73528
8	HEB	60000	11	Grand Prairie	61550	11	Aledo	63700	11	Joshua	65558	11	Kennedale	67448	11	White Sett	69650	11	EMS	73333
8	Joshua	60000	12	Lewisville	61233	12	Keller	63496	12	Aledo	65500	12	Joshua	67446	12	Kennedale	69523	12	Crowley	73147
13	Lewisville	59175	13	Crowley	61187	13	Garland	63458	13	Mansfield	65352	13	Aledo	67400	13	Mansfield	69483	13	Keller	73024
14	Keller	59000	14	Irving	61052	14	Lewisville	63385	14	Keller	65291	14	Lewisville	67391	14	Keller	69436	14	Kennedale	72766
14	Lake Worth	59000	15	Frisco	61000	15	Mansfield	63208	15	Kennedale	65194	15	Alvarado	67380	15	Crowley	69181	15	Cleburne	72759
14	White Sett	59000	16	Coppell	60920	16	Kennedale	63200	16	Garland	65008	16	Keller	67330	16	Aledo	69000	16	Azle	72350
17	Cleburne	58800	17	Keller	60915	17	Crowley	63048	17	McKinney	65000	17	Mansfield	66992	17	Carroll	68959	17	Carroll	72282
17	McKinney	58800	18	Cleburne	60836	18	Allen	62856	18	Lake Worth	64550	18	White Sett	66850	18	Cleburne	68697	18	Lewisville	72220
19	Birdville	58600	19	Lake Worth	60500	19	Grand Prairie	62832	19	Cleburne	64436	19	Garland	66728	19	Lewisville	68675	19	Birdville	71838
19	Carroll	58600	20	Carroll	60327	20	McKinney	62500	20	Carroll	64300	20	Cleburne	66636	20	EMS	68485	20	DeSoto	71718
21	Coppell	58500	21	McKinney	60300	21	Denton	62460	21	Denton	64260	21	Carroll	66624	21	Joshua	68466	21	Burleson	71379
21	DeSoto	58500	21	White Sett	60300	22	Lake Worth	62450	22	Allen	64216	22	Crowley	66365	22	Little Elm	68351	22	Northwest	71300
21	EMS	58500	23	Birdville	60075	23	Cleburne	62336	23	Crowley	64152	23	Lake Worth	66250	23	Garland	68328	23	Aledo	71205
24	Frisco	58250	24	Burleson	60052	24	Burleson	62039	24	Burleson	64113	24	Denton	66060	24	Burleson	68298	24	White Sett	71200
24	Northwest	58250	25	DeSoto	60050	25	Carroll	61967	25	DeSoto	63550	25	Burleson	66057	25	Birdville	68111	25	Frisco	70600
26	Allen	58000	26	Denton	59800	26	DeSoto	61850	26	Birdville	63506	26	Allen	65931	26	DeSoto	67934	26	Allen	70446
26	Burleson	58000	27	Little Elm	59706	27	Birdville	61606	27	Little Elm	63423	27	EMS	65921	27	Lake Worth	67750	27	Coppell	69988
26	CFB	58000	28	Allen	59550	28	White Sett	61550	28	EMS	63414	28	Little Elm	65727	28	Allen	67615	28	Grapevine	69280
26	Denton	58000	29	EMS	59316	29	Grapevine	61300	29	White Sett	63100	29	Birdville	65386	29	Denton	67560	29	Midlothian	68550
26	Kennedale	58000	30	Kennedale	59200	30	Little Elm	61281	30	Grapevine	62900	30	DeSoto	65050	30	Northwest	67550	30	CFB	68456
31	Little Elm	57655	30	Northwest	59200	31	EMS	61129	31	CFB	62753	31	CFB	64654	31	McKinney	67500	31	Weatherford	68422
32	Irving	57294	32	CFB	58950	32	CFB	60852	32	Northwest	62300	32	Grapevine	64400	32	CFB	66555	32	Little Elm	68351
33	Duncanville	57000	33	Grapevine	58700	33	Northwest	60650	33	Midlothian	62000	33	Northwest	64250	33	Midlothian	66510	33	Granbury	68337
33	Grapevine	57000	34	Richardson	58375	34	Azle	60113	34	Weatherford	61992	34	Midlothian	64000	34	Grapevine	66096	34	Garland	68328
33	Richardson	57000	35	Azle	58100	35	Midlothian	60000	35	Alvarado	61920	35	Godley	63940	35	Azle	65984	35	Duncanville	68200
36	Azle	56600	36	Duncanville	58000	36	Richardson	59750	36	Azle	61613	36	Weatherford	63672	36	Godley	65918	36	Lake Worth	67750
37	Midlothian	56000	36	Midlothian	58000	37	Weatherford	59642	37	Richardson	61125	37	Azle	63526	37	Weatherford	65892	37	Glen Rose	67590
37	Plano	56000	38	Godley	56586	38	Duncanville	59200	38	Godley	60910	38	Duncanville	62700	38	Duncanville	65600	38	Denton	67560
39	Alvarado	54600	39	Weatherford	56406	39	Godley	58595	39	Duncanville	60700	39	Richardson	62500	39	Glen Rose	64432	39	McKinney	67500
40	Weatherford	54500	40	Alvarado	55745	40	Granbury	58409	40	Granbury	59723	40	Granbury	61037	40	Granbury	64070	40	Godley	66918
41	Godley	53100	41	Glen Rose	55000	41	Alvarado	57575	41	Glen Rose	58530	41	Glen Rose	60852	41	Richardson	63775	41	Keene	65500
42	Glen Rose	52500	42	Granbury	54200	42	Glen Rose	56895	42	Keene	57000	42	Rio Vista	59830	42	Rio Vista	62330	42	Rio Vista	64830
43	Granbury	52000	43	Keene	52000	43	Keene	54500	43	Rio Vista	56720	43	Grandview	59610	43	Grandview	62160	43	Grandview	64660
44	Keene	50000	44	Ponder	46700	44	Rio Vista	52600	44	Grandview	56320	44	Keene	59500	44	Venus	62061	44	Richardson	63775
45	Venus	45050	45	Venus	46684	45	Grandview	51960	45	Venus	54919	45	Venus	58988	45	Keene	62000	45	Ponder	63400
46	Ponder	44000	46	Grandview	46210	46	Venus	50688	46	Ponder	54300	46	Ponder	58300	46	Ponder	60900	46	Venus	63373
47	Rio Vista	43000	47	Rio Vista	46000	47	Ponder	50300	47	Tolar	53264	47	Tolar	56758	47	Tolar	59478	47	Tolar	61743
48	Grandview	42090	48	Tolar	40500	48	Tolar	48654	48	Dallas	**	48	Dallas	**	48	Dallas	**	48	Dallas	**
49	Tolar	38000	49	Plano	**	49	Plano	**	49	Plano	**	49	Plano	**	49	Plano	**	49	Plano	**

Why Does UEA Publish This Salary Comparison?

For the past 29 years, UEA has published a comparison of teachers' salaries from area school districts. It allows teachers the opportunity to see how their district compares to others. It also proves to be a valuable tool that superintendents, administrators, and school boards use in determining salaries. Just like our regular newsletter, this will be distributed to over 90,000 school employees.

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

***Plano ISD pays teachers on a salary range and Dallas ISD pays under a pay-for-performance scheme. Exact salaries cannot be determined.*



The United Educators Association is an independent association representing more than 26,000 North Texas public school employees. We work to improve salaries, benefits and working conditions for all public school employees.



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YEAR	0	YEAR	5	YEAR	10	YEAR	15	YEAR	20	YEAR	25	YEAR	30							
1	Mansfield	63000	1	HEB	64485	1	HEB	67762	1	Arlington	69400	1	Arlington	71900	1	Arlington	74000	1	HEB	78014
2	Castleberry	62142	2	Arlington	64400	2	Coppell	67014	2	Ft Worth	69000	2	Ft Worth	71386	2	HEB	73878	2	Ft Worth	77867
3	Grand Prairie	62000	3	Ft Worth	64348	3	Arlington	66900	3	HEB	68600	3	HEB	71227	3	Ft Worth	73376	3	Irving	77627
3	HEB	62000	4	Castleberry	64142	4	Irving	66850	4	Castleberry	68142	4	Castleberry	70142	4	Alvarado	73280	4	Mansfield	76527
5	Arlington	61900	5	Mansfield	63959	5	Ft Worth	66525	5	Coppell	68014	5	Grand Prairie	70056	5	Irving	73031	5	Alvarado	76400
6	Crowley	61610	6	Everman	63693	6	Castleberry	66142	6	Grand Prairie	67976	6	Irving	70052	6	Castleberry	72242	6	Castleberry	76242
7	Everman	61608	7	Dallas	63250	7	Everman	65709	7	Irving	67880	7	Everman	69846	7	Everman	72180	7	Arlington	76000
8	Ft Worth	61400	8	Garland	62870	8	Mansfield	65566	8	Everman	67724	8	Frisco	69600	8	Grand Prairie	71928	8	Everman	75362
9	Garland	61300	9	Crowley	62787	9	Dallas	65450	9	Mansfield	67710	9	Mansfield	69350	9	Mansfield	71843	9	EMS	74833
10	Aledo	61200	10	Joshua	62732	10	Joshua	64958	10	Frisco	67400	10	Coppell	69014	10	White Sett	71650	10	Crowley	74747
11	Joshua	61000	11	Aledo	62700	11	Garland	64758	11	Lewisville	66900	11	McKinney	69000	11	Frisco	71600	11	Joshua	74702
11	White Sett	61000	12	Irving	62602	12	Frisco	64750	12	Joshua	66558	12	White Sett	68850	12	Coppell	71188	12	Grand Prairie	74528
13	Cleburne	60300	13	Grand Prairie	62550	13	Aledo	64700	13	Aledo	66500	13	Kennedale	68698	13	Crowley	70781	13	Cleburne	74259
13	McKinney	60300	14	Cleburne	62336	14	Crowley	64648	13	McKinney	66500	14	Joshua	68446	14	Kennedale	70773	14	Keller	74024
15	Northwest	60250	15	White Sett	62300	15	Keller	64496	15	Kennedale	66444	15	Aledo	68400	15	Keller	70436	15	Kennedale	74016
16	Lewisville	60175	16	Lewisville	62233	16	Kennedale	64450	16	Garland	66308	16	Lewisville	68391	16	Cleburne	70197	16	Azle	73350
17	Birdville	60100	17	Coppell	62120	17	Lewisville	64385	17	Keller	66291	17	Alvarado	68380	17	Aledo	70000	17	Birdville	73338
18	Dallas	60000	18	Frisco	62000	18	Denton	64210	18	Denton	66010	18	Keller	68330	18	EMS	69985	18	Northwest	73300
18	EMS	60000	19	Keller	61915	19	McKinney	64000	19	Cleburne	65936	19	Cleburne	68136	19	Carroll	69959	19	Carroll	73282
18	Keller	60000	20	McKinney	61800	20	Allen	63956	20	Crowley	65752	20	Garland	68028	20	Little Elm	69851	20	Lewisville	73220
18	Lake Worth	60000	21	Birdville	61575	21	Cleburne	63836	21	Burleson	65613	21	Crowley	67965	21	Burleson	69798	21	White Sett	73200
22	CFB	59800	22	Burleson	61552	22	Grand Prairie	63832	22	Lake Worth	65550	22	Denton	67810	22	Lewisville	69675	22	Burleson	72879
23	Denton	59750	23	Denton	61550	23	White Sett	63550	23	Allen	65316	23	Carroll	67624	23	Garland	69628	23	DeSoto	72718
24	Coppell	59700	24	Lake Worth	61500	24	Burleson	63539	24	Carroll	65300	24	Burleson	67557	24	Birdville	69611	24	Aledo	72205
25	Carroll	59600	25	Carroll	61327	25	Lake Worth	63450	25	White Sett	65100	25	EMS	67421	25	Northwest	69550	25	Frisco	71600
26	Burleson	59500	26	Little Elm	61206	26	Birdville	63106	26	Birdville	65006	26	Lake Worth	67250	26	Joshua	69466	26	Allen	71546
26	DeSoto	59500	27	Northwest	61200	27	Carroll	62967	27	Little Elm	64923	27	Little Elm	67227	27	Denton	69310	27	Coppell	71188
28	Frisco	59250	28	DeSoto	61050	28	DeSoto	62850	28	EMS	64914	28	Allen	67031	28	McKinney	69000	28	Granbury	70497
28	Kennedale	59250	29	EMS	60816	29	Little Elm	62781	29	CFB	64553	29	Birdville	66886	29	DeSoto	68934	29	Grapevine	70280
30	Little Elm	59155	30	CFB	60750	30	CFB	62652	30	DeSoto	64550	30	CFB	66454	30	Lake Worth	68750	30	CFB	70256
31	Allen	59100	31	Allen	60650	31	Northwest	62650	31	Northwest	64300	31	Northwest	66250	31	Allen	68715	31	Little Elm	69851
32	Irving	58809	32	Kennedale	60450	32	EMS	62629	32	Grapevine	63900	32	DeSoto	66050	32	CFB	68355	32	Garland	69628
33	Duncanville	58000	33	Grapevine	59700	33	Grapevine	62300	33	Midlothian	63000	33	Grapevine	65400	33	Midlothian	67510	33	Midlothian	69550
33	Grapevine	58000	34	Azle	59100	34	Azle	61113	34	Weatherford	62992	34	Midlothian	65000	34	Grapevine	67096	34	Weatherford	69422
35	Azle	57600	35	Duncanville	59000	35	Midlothian	61000	35	Alvarado	62920	35	Godley	64940	35	Azle	66984	35	Denton	69310
36	Midlothian	57000	35	Midlothian	59000	36	Weatherford	60642	36	Azle	62613	36	Weatherford	64672	36	Godley	66918	36	Duncanville	69200
36	Richardson	57000	37	Richardson	58375	37	Granbury	60569	37	Godley	61910	37	Azle	64526	37	Weatherford	66892	37	McKinney	69000
38	Plano	56000	38	Godley	57586	38	Duncanville	60200	38	Granbury	61883	38	Duncanville	63700	38	Duncanville	66600	38	Lake Worth	68750
39	Alvarado	55600	39	Weatherford	57406	39	Richardson	59750	39	Duncanville	61700	39	Granbury	63197	39	Granbury	66230	39	Glen Rose	68590
40	Weatherford	55500	40	Alvarado	56745	40	Godley	59595	40	Richardson	61125	40	Richardson	62500	40	Glen Rose	65432	40	Godley	67918
41	Granbury	54160	41	Granbury	56360	41	Alvarado	58575	41	Glen Rose	59530	41	Glen Rose	61852	41	Richardson	63775	41	Keene	66500
42	Godley	54100	42	Glen Rose	56000	42	Glen Rose	57895	42	Keene	58000	42	Rio Vista	60830	42	Rio Vista	63330	42	Rio Vista	65830
43	Glen Rose	53500	43	Keene	53000	43	Keene	55500	43	Rio Vista	57720	43	Grandview	60610	43	Grandview	63160	43	Grandview	65660
44	Keene	51000	44	Venus	47684	44	Rio Vista	53600	44	Grandview	57320	44	Keene	60500	44	Venus	63061	44	Venus	64373
45	Venus	46110	45	Grandview	47210	45	Grandview	52960	45	Venus	55919	45	Venus	59988	45	Keene	63000	45	Ponder	63900
46	Ponder	44500	46	Ponder	47200	46	Venus	51688	46	Ponder	54800	46	Ponder	58800	46	Ponder	61400	46	Richardson	63775
47	Rio Vista	44000	47	Rio Vista	47000	47	Ponder	50800	47	Tolar	54464	47	Tolar	57958	47	Tolar	60678	47	Tolar	62943
48	Grandview	43090	48	Tolar	41700	48	Tolar	49854	48	Dallas	**	48	Dallas	**	48	Dallas	**	48	Dallas	**
49	Tolar	39200	49	Plano	**	49	Plano	**	49	Plano	**	49	Plano	**	49	Plano	**	49	Plano	**

Why Does UEA Publish This Salary Comparison?

For the past 29 years, UEA has published a comparison of teachers' salaries from area school districts. It allows teachers the opportunity to see how their district compares to others. It also proves to be a valuable tool that superintendents, administrators, and school boards use in determining salaries. Just like our regular newsletter, this will be distributed to over 90,000 school employees.

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

***Plano ISD pays teachers on a salary range and Dallas ISD pays under a pay-for-performance scheme. Exact salaries cannot be determined.*



The United Educators Association is an independent association representing more than 26,000 North Texas public school employees. We work to improve salaries, benefits and working conditions for all public school employees.