

# **Compensation Recommendations for 2025-2026 Compensation Plan**



# Compensation Priorities and Recommendations

## Teacher Compensation Recommendations



Teacher Compensation (CSHB2) **\$20,680,000**



\$64,500 Beginning Teacher Salary **\$1,321,500**

**Total = \$ 22,001,500**  
(+/- 8.24%)

**Priority 3**  
Employee Effectiveness  
and Retention



# Teacher Salary Table Projection (Per CSHB 2)

2024-2025 Teacher Salary Schedule			
STEP	2024-25	2025-26	CSHB2 Diff.
0	\$63,000.00	\$64,500.00	1,500
1	\$63,300.00	\$65,000.00	2,000
2	\$63,800.00	\$65,300.00	2,000
3	\$64,300.00	\$66,300.00	2,500
4	\$64,800.00	\$66,800.00	2,500
5	\$65,200.00	\$70,300.00	5,500
6	\$65,757.00	\$70,700.00	5,500
7	\$66,173.00	\$71,257.00	5,500
8	\$66,590.00	\$71,673.00	5,500
9	\$67,005.00	\$72,090.00	5,500
10	\$67,421.00	\$72,505.00	5,500



2024-2025 Teacher Salary Schedule			
STEP	2024-25	2025-26	CSHB2 Diff.
11	\$67,986.00	\$72,921.00	5,500
12	\$68,350.00	\$73,486.00	5,500
13	\$68,724.00	\$73,850.00	5,500
14	\$69,157.00	\$74,224.00	5,500
15	\$69,754.00	\$74,657.00	5,500
16	\$70,325.00	\$75,254.00	5,500
17	\$70,825.00	\$75,825.00	5,500
18	\$71,321.00	\$76,325.00	5,500
19	\$71,848.00	\$76,821.00	5,500
20	\$72,483.00	\$77,348.00	5,500
21	\$72,825.00	\$77,983.00	5,500
22	\$73,211.00	\$78,325.00	5,500
23	\$73,596.00	\$78,711.00	5,500
24	\$73,979.00	\$79,096.00	5,500
25	\$74,373.00	\$79,479.00	5,500
26	\$74,799.00	\$79,873.00	5,500
27	\$75,201.00	\$80,299.00	5,500
28	\$75,843.00	\$80,701.00	5,500
29	\$76,811.00	\$81,343.00	5,500
30	\$78,111.00	\$82,311.00	5,500

# Teacher Compensation

**What is the potential impact of recommendations?**

New Teacher  
Year 0

Ms. Lincoln just graduated from a leading university. She is beginning her teaching career in FWISD. Unless an increase is approved her starting salary will be \$63,000. Two neighboring districts could offer at least \$1,600 more in salary.

**Priority 3**  
Employee Effectiveness  
and Retention



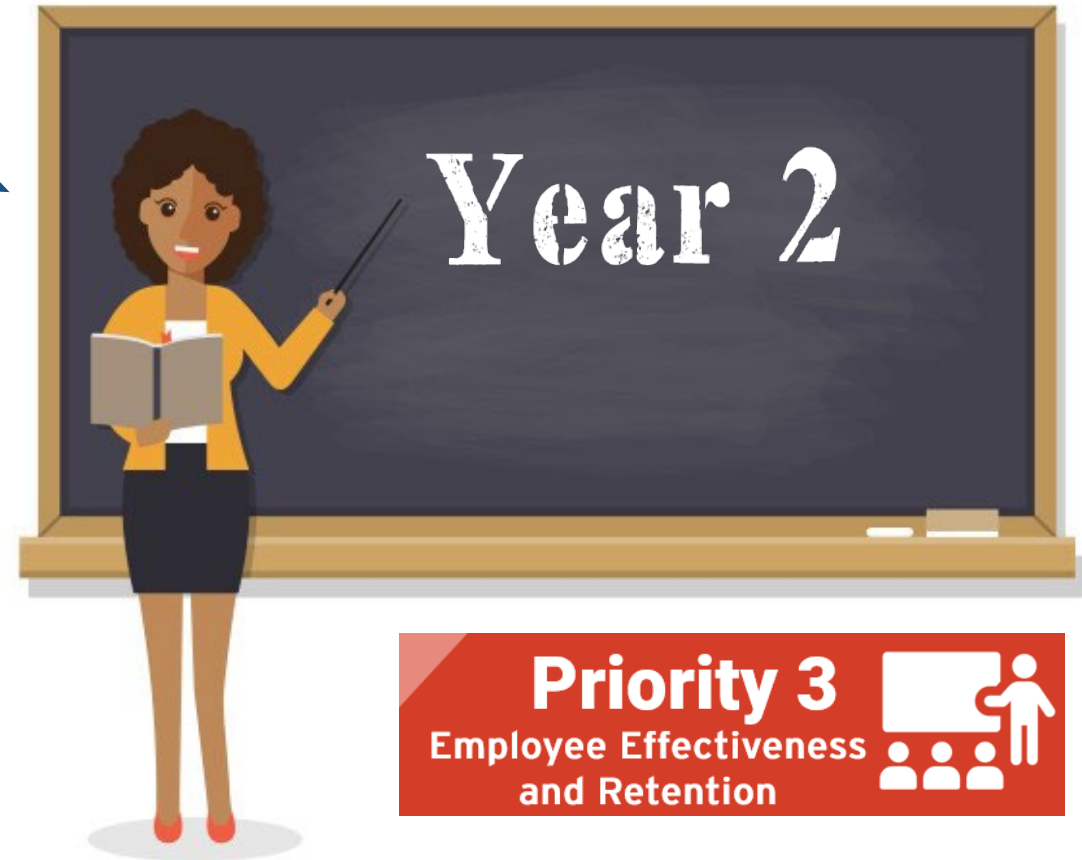
2024-2025 Teacher Salary Schedule			
STEP	2024-25	2025-26	CSHB2 Diff.
0	\$63,000.00	\$64,500.00	1,500

# Teacher Compensation

What is the potential impact of recommendations?

Ms. Washington is a current FWISD teacher. She is finishing her second year in education. If the beginning teacher salary is not increased she will only receive an additional \$500 next year, as CSHB 2 does not address teachers with less than 3 years experience.  
**(\$63,300 - \$65,300 with Salary Increase – 3.1%)**

2024-2025 Teacher Salary Schedule			
STEP	2024-25	2025-26	CSHB2 Diff.
0	\$63,000.00	\$64,500.00	1,500
1	\$63,300.00	\$65,000.00	2,000
2	\$63,800.00	\$65,300.00	2,000
3	\$64,300.00	\$66,300.00	2,500



# Teacher Compensation

What is the potential impact of recommendations?



Mr. Franklin is a FWISD teacher completing his third year with the district. According to current language in the CSHB2 his compensation will be increased by \$2500 (\$64,300 - \$66,800).

*This equates to a 3.80% increase.*

2024-2025 Teacher Salary Schedule			
STEP	2024-25	2025-26	CSHB2 Diff.
3	\$64,300.00	\$66,300.00	2,500
4	\$64,800.00	\$66,800.00	2,500

**Priority 3**  
Employee Effectiveness  
and Retention



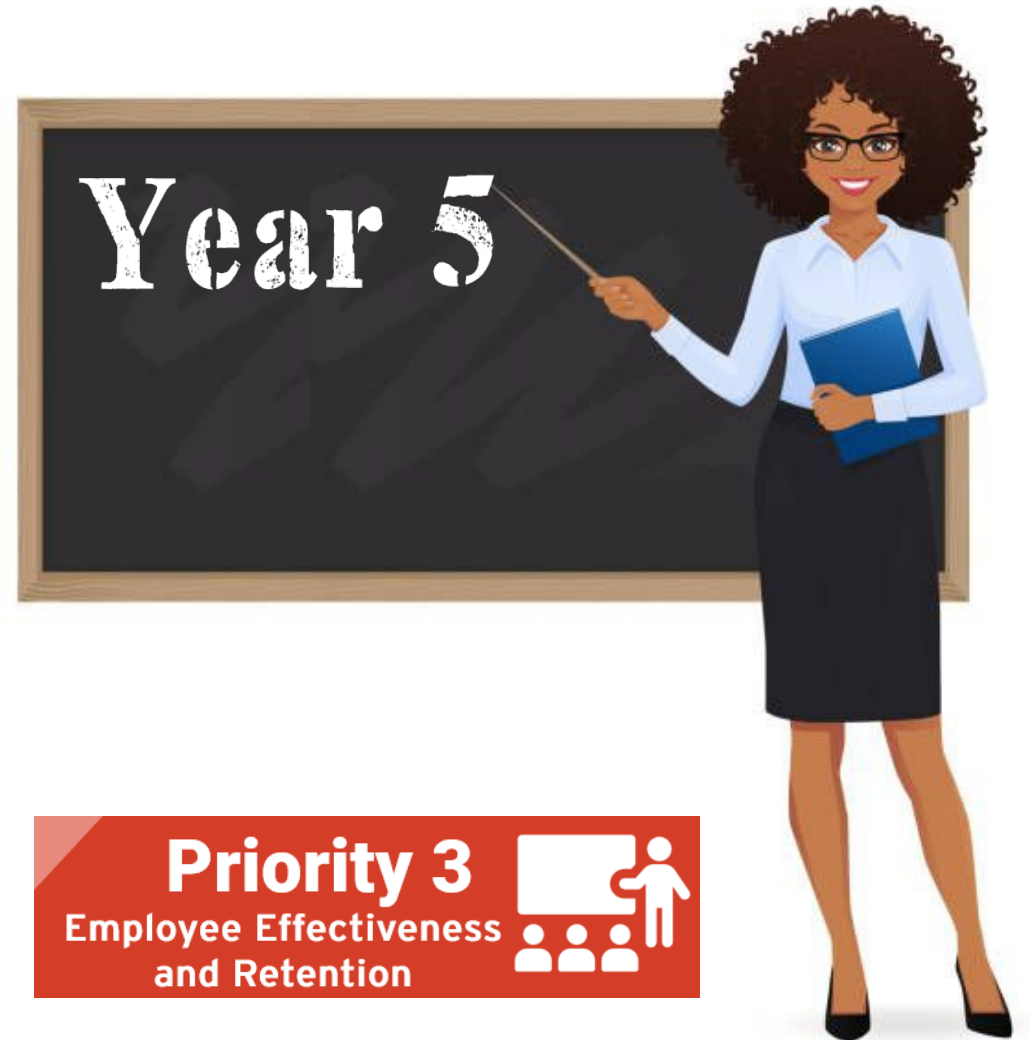
# Teacher Compensation

What is the potential impact of recommendations?

Ms. Jackson is a teacher with FWISD this year she completes her fifth year as a teacher. Based on current language in CSHB2, her salary will be increased by \$5,500 (\$65,200 – \$70,700). *This equates to a 8.0% increase.*









2024-2025 Teacher Salary Schedule

STEP	2024-25	2025-26	CSHB2 Diff.
5	\$65,200.00	\$70,300.00	5,500
6	\$65,757.00	\$70,700.00	5,500



# Budget Priorities and Recommendations



	Teacher Compensation (CSHB2)	\$20,680,000
	\$64,500 Beginning Teacher Salary	\$1,321,500
	Bilingual Stipend Proposal	\$819,500
	Special Education Stipend Proposal	\$1,008,000
	Bus Drivers (\$23 hour + 8 hours)	\$248,287
	Campus Administrator Adjustment	\$85,672
	Counselors/Librarians (2%)	\$456,676
	All Other Staff (2%)	\$4,778,052

**Budget  
Impact**  
**\$ 8,717,687**

(+/- 11%)

**CSHB2  
Not Included**

**81%** of Total  
Recommended Costs  
Impact Teacher Pay  
(Includes CSHB 2)



# Fort Worth

## INDEPENDENT SCHOOL DISTRICT

### MISSION

*Preparing ALL students for success  
in college, career, and community leadership.*