



# 2025-2026 Compensation Plan

June 23, 2025

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

### **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.

# State Teacher Allotment

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- A teacher is an educator who is employed by the district and teaches no less than an average of 4 hours a day in an academic instructional setting or career and technology setting.
  - 3-4 Years of Experience - \$2,500
  - 5+ Years of Experience - \$5,000
- Local Teacher Allotment
  - 0-2 Years of Experience - \$2,250



# Paygrade Adjustments

A15	A17
Teaching Positions	Intervention Behavior Intervention Behavior Title 1 Teacher Auditorial Impaired Teacher Visually Impaired Nurse Assistant Athletic Coordinator



**Northwest ISD**  
**2025-2026 New Hire Guide for Teachers**  
**\$2000 General Master's Degree Stipend**

<b>Years of Experience</b>	<b>New Hire Salary</b>	<b>Local Teacher Allotment 0-2</b>	<b>State Teacher Allotment 3-4</b>	<b>State Teacher Allotment 5+</b>	<b>Total Salary</b>
0	\$61,500	\$2,250			\$63,750
1	\$61,710	\$2,250			\$63,960
2	\$61,920	\$2,250			\$64,170
3	\$62,130		\$2,500		\$64,630
4	\$62,340		\$2,500		\$64,840
5	\$62,550			\$5,000	\$67,550
6	\$62,890			\$5,000	\$67,890
7	\$63,230			\$5,000	\$68,230
8	\$63,570			\$5,000	\$68,570
9	\$63,910			\$5,000	\$68,910
10	\$64,250			\$5,000	\$69,250
11	\$64,570			\$5,000	\$69,570
12	\$64,890			\$5,000	\$69,890
13	\$65,210			\$5,000	\$70,210
14	\$65,530			\$5,000	\$70,530
15	\$65,850			\$5,000	\$70,850
16	\$66,320			\$5,000	\$71,320
17	\$66,790			\$5,000	\$71,790
18	\$67,260			\$5,000	\$72,260
19	\$67,730			\$5,000	\$72,730
20	\$68,200			\$5,000	\$73,200
21	\$68,730			\$5,000	\$73,730
22	\$69,260			\$5,000	\$74,260
23	\$69,790			\$5,000	\$74,790
24	\$70,320			\$5,000	\$75,320
25	\$70,850			\$5,000	\$75,850
26	\$71,610			\$5,000	\$76,610
27	\$72,370			\$5,000	\$77,370
28	\$73,130			\$5,000	\$78,130
29	\$73,890			\$5,000	\$78,890
30+	\$74,650			\$5,000	\$79,650

# Pay Increase History

Year	Raise
2024-2025	2% midpoint
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

# Non-Teaching Staff 4% Actual Raise



# District Contribution

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- \$10 increase
- Current - \$345
- Proposed - \$355



	2024-2025 Premium with \$345 District Contribution	2025-2026 Premium with \$355 District Contribution	Monthly Increase	Percentage Increase
<b>TRS-Active Care Primary</b>				
Employee Only	\$160.00	\$199.00	\$39.00	9.7%
Employee and Spouse	\$1,019.00	\$1,141.00	\$122.00	9.7%
Employee and Child(ren)	\$514.00	\$587.00	\$73.00	9.7%
Employee and Family	\$1,372.00	\$1,529.00	\$157.00	9.7%
	2023-2024 Premium with \$325 District Contribution	2024-2025 Premium with \$355 District Contribution	Monthly Increase	Percentage Increase
<b>TRS-Active Care HD</b>				
Employee Only	\$174.00	\$215.00	\$41.00	9.80%
Employee and Spouse	\$1,057.00	\$1,184.00	\$127.00	9.80%
Employee and Child(ren)	\$538.00	\$614.00	\$76.00	9.80%
Employee and Family	\$1,420.00	\$1,583.00	\$163.00	9.80%
	2023-2024 Premium with \$325 District Contribution	2024-2025 Premium with \$355 District Contribution	Monthly Increase	Percentage Increase
<b>TRS-Active Care Primary Plus</b>				
Employee Only	\$247.00	\$295.00	\$48.00	9.80%
Employee and Spouse	\$1,195.00	\$1,335.00	\$140.00	9.80%
Employee and Child(ren)	\$662.00	\$750.00	\$88.00	9.80%
Employee and Family	\$1,609.00	\$1,790.00	\$181.00	9.80%
	2023-2024 Premium with \$325 District Contribution	2024-2025 Premium with \$355 District Contribution	Monthly Increase	Percentage Increase
<b>TRS-Active Care 2 Closed to new enrollees</b>				
Employee Only	\$668.00	\$658.00	\$0.00	0.00%
Employee and Spouse	\$2,057.00	\$2,047.00	\$0.00	0.00%
Employee and Child(ren)	\$1,162.00	\$1,152.00	\$0.00	0.00%
Employee and Family	\$2,496.00	\$2,486.00	\$0.00	0.00%

# Questions

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