



Compensation Plan

April 13, 2026

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.

State Teacher Allotment

- 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 - \$2500
 - 5+ Years of Experience - \$5000
- Local Teacher Allotment
 - 0-2 Years of Experience - \$2250



Northwest ISD
2026-2027 Teacher Salary Schedule
\$2000 General Master's Degree Stipend

Years of Experience	New Hire Salary	Local Teacher Allotment 0-2	State Teacher Allotment 3-4	State Teacher Allotment 5+	Total Salary
0	\$62,500	\$2,250			\$64,750
1	\$62,730	\$2,250			\$64,980
2	\$62,944	\$2,250			\$65,194
3	\$63,158		\$2,500		\$65,658
4	\$63,373		\$2,500		\$65,873
5	\$63,587			\$5,000	\$68,587
6	\$63,801			\$5,000	\$68,801
7	\$64,148			\$5,000	\$69,148
8	\$64,495			\$5,000	\$69,495
9	\$64,841			\$5,000	\$69,841
10	\$65,188			\$5,000	\$70,188
11	\$65,535			\$5,000	\$70,535
12	\$65,861			\$5,000	\$70,861
13	\$66,188			\$5,000	\$71,188
14	\$66,514			\$5,000	\$71,514
15	\$66,841			\$5,000	\$71,841
16	\$67,167			\$5,000	\$72,167
17	\$67,646			\$5,000	\$72,646
18	\$68,126			\$5,000	\$73,126
19	\$68,605			\$5,000	\$73,605
20	\$69,085			\$5,000	\$74,085
21	\$69,564			\$5,000	\$74,564
22	\$70,105			\$5,000	\$75,105
23	\$70,645			\$5,000	\$75,645
24	\$71,186			\$5,000	\$76,186
25	\$71,726			\$5,000	\$76,726
26	\$72,267			\$5,000	\$77,267
27	\$73,042			\$5,000	\$78,042
28	\$73,817			\$5,000	\$78,817
29	\$74,593			\$5,000	\$79,593
30+	\$75,368			\$5,000	\$80,368

Pay Increase History

Year	Raise
2025-2026	4% actual (teachers received TRA 8-9%)
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

Updates to Compensation Plan

Structure Adjustments

Head Band Directors
High School Principals
High School Assistant
Principals
Elementary Principals
Instructional Coaches

Calendar Adjustments

Bus Drivers – 187 to 183
Technician II – 207 to 235

Pay Raise Recommendations

Category	Percentage	Budget Impact
Teachers	2%	\$2.9 million
Paraprofessionals	5%	\$1.3 million
Bus Drivers	2% (4.5%)	Included above
Professionals	2%	\$1.6 million
Market Adjustments	varied	\$0.8 million
		\$6.6 million

Stipends

Stipend	Amount Increase	Total
Special Education Unit Teachers	\$1000	\$3000
Special Education Non Unit Teachers	\$1500	\$1500
		\$0.4 million

Total Budget Impact

\$7 million

Questions
