

NORTHWEST ISD
COMPENSATION PLAN
2026-2027

PURPOSE

This is a guide for administering salaries and wages for employees of the Northwest Independent School District. Practices described are intended to implement local Board policy and goals, state and federal regulations, and appropriate accreditation standards.

All compensation items are subject to review and approval by Northwest ISD. The Northwest ISD Compensation Plan is for the 2026-2027 school year only and does not make any representation or promise regarding any future years' compensation.

The salary ranges in this pay schedule do not reflect any statutorily required compensation adjustments enacted by the Texas Legislature in the 89th Session. The district reserves the right to adjust compensation amounts for the 2026-2027 school year in response to legislative changes. The district may apply compensation adjustments made for the 2026-2027 school year to any legislatively-required adjustments made by the 89th Texas Legislature after the date this pay schedule is approved, to the extent allowed by law. Impacted district employees will receive written notice of salary adjustments, if any, prior to the penalty free resignation deadline for the 2026-2027 school year.

JOB CLASSIFICATION

District jobs are assigned to pay grades based upon compensable factors and grouped with jobs of similar value.

On a periodic basis, selected jobs from each job family will be reviewed to ensure that conditions in the district, such as organizational structure, major programs, or significant responsibilities in a particular job, have not changed to a degree warranting a change in job grade classification. This review is to be at the direction of the Superintendent or designees, who shall be the Assistant Superintendent for Human Resources, the Executive Director of Human Resources, and the Human Resource Specialist. Options for conducting the review include but are not limited to, an executive-level administrative review panel, outside consultant, or trained district salary administrator.

Newly established jobs are analyzed, job descriptions written, and pay grade assignments are determined prior to hiring personnel for the position. This procedure accomplishes three objectives. First, the job description establishes the responsibilities and duties required to ensure the position is properly classified and in the proper pay grade. Second, the appropriate pay range becomes part of the recruitment and hiring strategy of the district. Third, a consistent practice of salary administration is established at the initiation of each job.

SALARY ADVANCEMENTS

The Board of Trustees considers regular or general salary advancement annually.

General pay increase recommendations presented to the Board of Trustees by the administration shall be based on consideration of such factors as cost-of-living indexes, wage increases within competitive job markets, and budget resources.

ONE TIME ADVANCE PAY

New Professionals to Northwest ISD may request a one-time advance payment of \$3,600.00 to be paid on August 25, 2026. This will be a paper check to be picked up from the Payroll Office located inside the Administration Building at 2001 Texan Drive, Justin, TX. There will be no voluntary deductions taken from this advance. To request this, advance payment, the appropriate form must be received in the Payroll Office no later than Friday, August 7, 2026.

PAY GRADES

Pay grades represent the internal job classification as well as external job market pay levels. The greater the level of compensable factors present in a job, the higher the placement in the pay grade structure. Jobs with similar overall degrees of compensable factors will be in the same pay grade.

The use of pay grade levels facilitates payroll administration and maintains the integrity of the job worth. The job rate or grade midpoint is the chief control point in the system. A minimum and maximum pay rate for each grade is computed from the midpoint using technical standards that are designed to maintain pay equity or fair pay for each job in the system of jobs.

Employees shall be assigned to a pay grade and paid a salary rate between the minimum and maximum (inclusive). Minimum and maximum pay rates are valid for only one year. No general pay action is intended to extend an employee's pay above the pay range or add pay to an employee's pay already paid above the assigned range maximum.

It is important to note that the \$500.00 healthcare supplement that was previously given to employees by the state is now included in all salary schedules. (This began with the 2006-2007 school year and will continue.)

Annualized Salary: If the Employee works on a less-than-12-month basis, the Employee's salary will be paid on an annualized basis. The District will make deductions from each paycheck for income tax withholding and benefits.

INITIAL EMPLOYMENT

Employment, assignment, and salary placement should be in accordance with the job requirements as specified in the job description. Where job requirements include transcripts, certificates, or licenses, these must be official and on file with the district. A Texas educator service record or chronology of prior work history (if previously employed full-time) is necessary.

Salary placement will be at the direction of the Superintendent or designees, who shall be the Assistant Superintendent for Human Resources, the Executive Director of Human Resources, and the Human Resource Specialist. The personnel office shall determine hiring rates based upon job-related qualifications, previous experience, and salaries of other employees in the same position. Advertisements for positions typically will identify the pay grade for the position. Salary placement strategies may be different for each employee group, consistent with the attainment of district goals.

Administrators/Non-Teaching Professional Employees. The Superintendent or designees, who shall be the Assistant Superintendent for Human Resources, the Executive Director of Human Resources, and the Human Resource Specialist, shall individually set hiring rates for new administrators/non-teaching professional employees under the following guidelines.

1. Pay rates will be set based upon prior experience and job-related qualifications.
2. New administrators/non-teaching professional employees shall normally not be started at a rate above the salary of other district employees with more experience in the job.

Auxiliary/Educational Assistants. The Superintendent or designees, who shall be the Assistant Superintendent for Human Resources, the Executive Director of Human Resources, and the Human Resource Specialist, shall individually set hiring rates for new auxiliary employees under the following guidelines.

1. Pay rates will be set based upon prior experience and job-related qualifications.
2. New auxiliary/educational assistants shall normally not be started at a rate above the hourly rate of other district employees with more experience in the job.

Instructional Personnel. The Superintendent or designees, who shall be the Assistant Superintendent for Human Resources, the Executive Director of Human Resources, and the Human Resource Specialist, shall annually develop a hiring schedule for new classroom teachers. The hiring schedule will reflect the hiring objectives of the district. The hiring schedule will not place new teachers above salary levels of continuing teachers with similar years of experience or training.

The Superintendent or designees, who shall be the Assistant Superintendent for Human Resources, the Executive Director of Human Resources, and the Human Resource Specialist, may approve hiring rates up to or above the midpoint of the range when an applicant has exceptional job qualifications, or the position cannot otherwise be filled.

PROMOTION

For compensation purposes, a promotion occurs when an employee is placed in a higher pay grade except for general pay structure changes or position reclassification. The effective date of the promotion is determined by the Superintendent or designees, who shall be the Assistant Superintendent for Human Resources, the Executive Director of Human Resources, and the Human Resource Specialist.

The new salary rate shall be figured based on years of experience and qualifications for the new position.

1. The basis for computing a promotion increase shall be the employee's previous base pay rate, exclusive of stipends or supplements, and years of experience with the District.
2. If promotion increase does not advance employee to new grade minimum, adjust promoted employee's pay to at least the range minimum.
3. The district can, if necessary, exceed the promotion increase in order to keep at the current market

value.

4. The adjusted salary for newly promoted employees shall normally not be started at a rate above the salary of other district employees with more experience in the job.

Increases are calculated on a monthly or hourly rate of pay. Increases over 30 percent in total pay must be approved by the Superintendent or designees, which shall be the Assistant Superintendent for Human Resources, the Executive Director of Human Resources, and the Human Resource Specialist.

RECLASSIFICATION

On a periodic basis, jobs may be reclassified into a different pay grade, or salaries may be adjusted within pay grades in order to maintain internal/external equity to other jobs of similar worth in the district.

Reclassification of a job is not a promotion or demotion. Reclassification changes result when there has been a significant modification of job duties or qualifications as determined by the school district. If an employee's job is reclassified, no special increase has to be given unless the employee is below the minimum for the new pay grade, or the current job incumbent's pay rate is in an inequitable position in comparison to comparable jobs. These job reclassifications and salary adjustments may be conducted at the direction and approval of the Superintendent or designees, which shall be the Assistant Superintendent for Human Resources, the Executive Director of Human Resources, and the Human Resource Specialist.

DEMOTION

For compensation purposes, a demotion occurs when an employee is placed in a lower pay grade except for general salary structure changes or position reclassification. At the direction of the Superintendent or designees, which shall be the Assistant Superintendent for Human Resources, the Executive Director of Human Resources, and the Human Resource Specialist, an employee's pay rate may be reduced.

REASSIGNMENT

Placement in a lower pay grade not resulting from a demotion may not immediately reduce salary. Programmatic, organizational, or funding changes are examples of such actions which may create this condition. These guidelines apply:

1. If an employee's rate is within the pay range of the reassigned pay grade, then salary advancement will be the same as others in the same pay grade.
2. If an employee's rate is greater than the maximum of the lower pay grade, then the employee's salary may be "frozen" until such time as the lower pay grade range includes the employee's salary. When the rate is recaptured, salary increases may be granted in accordance with normal practice.

SALARY RANGES

Annual salary ranges should be reviewed and recomputed to include updated economic information. Sources for making this determination include consumer price increases, chamber of commerce business changes, university

reports, government statistics, and reputable economic periodicals. Adjustments to the salary structure are independent of individual pay actions.

Once the adjusting percent is discerned, this value should be applied to all job grade control points. The structure should be adjusted prior to computing new salary or wage increases.

PERFORMANCE PAY: TEACHER INCENTIVE ALLOTMENT

For any funds received by Northwest ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90 percent will be paid to the designated teacher. The remaining 10 percent will be used for training and support of the system, expansion of the system, administrative expenses, and professional development. Should the district receive funding for a designated teacher who has resigned or retired, the district will forward payment to the resigned or retired teacher as soon as practicable.

TEACHERS WITH ADVANCED DEGREES

Official transcripts showing master's degrees or doctoral degrees need to be received by the Office of Human Resources by September 1st so that the pay can be adjusted for the current year.

EARLY RESIGNATION NOTICE INCENTIVE PAY

The Texas Education Code allows educators employed under a probationary or term contract to provide notice of resignation without penalty, at any time until 45 days before the first day of instruction for the following school year. Northwest ISD will offer a one-time incentive to eligible professional employees for their early notice of resignation to allow the District additional time to plan for staffing for the 2027-2028 school year.

All professional (exempt) staff who are currently under contract and in good standing are eligible for the Early Resignation Notice Incentive Pay.

Professional staff means employees currently on a Chapter 21 or Non-Chapter 21 written employment contract. At-will, temporary, or part-time employees are not eligible.

To be in good standing, an employee may not be on administrative leave in connection with misconduct (alleged or substantiated) or have been recommended for termination or non-renewal of the employment contract.

Employees must work through the end of their contract for the 2026-2027 school year. The incentive is not available for professional staff who resign effective immediately or do not work through their last duty day.

Resignation completed Agreement for Early Resignation Incentive form, and related information detailed below must be submitted by the designated deadline to the Human Resources office located in the NISD Administration building at 2001 Texan Drive, Justin, Texas. Resignation and incentive forms **will not** be received by email, U.S. Mail, or fax. Employees who make late submissions outside of this timeframe **will not** be eligible for the incentive.

INCENTIVE AMOUNT

An employee whose resignation meets all requirements set by the District will receive a \$500.00 (FIVE HUNDRED AND NO/100 DOLLARS) incentive included in his/her final paycheck for 2026-2027. The incentive payment will be subject to all legally required reductions.

CONTINGENCY

Eligibility for an incentive payment is contingent upon the employee maintaining his or her employment in good standing and completing his or her assigned contract work schedule through the effective date of the resignation at the end of the 2026-2027 school year.

TEACHER LONGEVITY INCENTIVE

In an effort to value and retain teachers, the District will be offering a Teacher Longevity Incentive. The incentive will be provided to teachers upon qualification of years of service within the district. This incentive will be annualized along with the employee's base salary.

Years of Service within NISD	Incentive Amount
5 – 9 years	\$250
10 – 14 years	\$500
15 – 19 years	\$750
20 – 24 years	\$1000
25 – 29 years	\$1250
30 – 34 years	\$1500

NEW TEACHING HIRING SCHEDULE

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

Job Title	Calendar		Minimum	Midpoint	Maximum
A05		Daily	262.64	320.60	378.56
		220	57,780.80	70,532.00	83,283.20
Early Childhood Resource & Referral Specialist	220				
Early Childhood Family Navigator	220				
Early Childhood Family Support Specialist	220				
Early Childhood Father Services Specialist	220				
Early Childhood Parent Cafe Specialist	220				
Early Childhood Parent-Child Interaction Specialist	220				
Early Childhood Parent Leadership Specialist	220				
Family Services Specialist	220				
Parents As Teachers Community Outreach Specialist	220				
Parents As Teachers Partnerships Specialist	220				
		226	59,356.64	72,455.60	85,554.56
Registered Behavior Specialist	226				
		235	61,720.40	75,341.00	88,961.60
Accounts Payable Specialist	235				
Benefits Specialist	235				
Bond Program Specialist	235				
Budget Analyst	235				
Campus Security Coordinator	235				
Community Relations Specialist	235				
CTE CCR Compliance Specialist	235				
CTE Program Access & Marketing Specialist	235				
Facilities Coordinator	235				
Facility Rental Specialist	235				
Free and Reduced Lunch Specialist	235				
HR Substitute Specialist	235				
PEIMS/Research Specialist	235				
Planning Specialist	235				
Records Manager District	235				
Risk Management Specialist	235				

Job Title	Calendar		Minimum	Midpoint	Maximum
A10		Daily	294.80	352.23	409.65
		220	64,856.00	77,490.60	90,123.00
HOPES Grant Supervisor	220				
		235	69,278.00	82,774.05	96,267.75
Accountant - Staff	235				
Compensation Analyst	235				
Human Resource Specialist	235				
A15		Daily	342.12	399.54	456.95
		187	63,976.44	74,713.98	85,449.65
Intervention CIT	187				
Intervention Comp Ed	187				
Intervention DL	187				
Intervention Dyslexia	187				
Intervention ESL	187				
Intervention MTSS	187				
Intervention Title 1	187				
Strength & Conditioning Coach	187				
Swim Coach	187				
Teacher	187				
Teacher Academic Support	187				
Teacher Adult Transition	187				
Teacher Dual Language Partner	187				
		197	67,397.64	78,709.38	90,019.15
Teacher	197				
Early College Facilitator	197				
Teacher CTE Facilitator	197				
		202	69,108.24	80,707.08	92,303.90
Teacher	202				
		224	76,634.88	89,496.96	102,356.80
Head Athletic Trainer	224				
Teacher	224				

Job Title	Calendar		Minimum	Midpoint	Maximum
A17		Daily	342.12	399.54	456.95
		187	63,976.44	74,713.98	85,449.65
Asst. Coordinator Campus Athletics	187				
Campus Health Coordinator (RN)	187				
Campus Health Coordinator EC1 (RN)	187				
Intervention Behavior	187				
Intervention Behavior Title 1	187				
Orientation & Mobility Specialist	187				
Teacher Auditory Impaired	187				
Teacher Visually Impaired	187				
		189	64,660.68	75,513.06	86,363.55
Occupational Therapist (bachelor's degree)	189				
Therapist Music	189				
		194	66,371.28	77,510.76	88,648.30
ARD Facilitator	194				
CTE Facilitator CCR	194				
Speech Pathologist Assistant	194				
Student Services Facilitator	194				
		197	67,397.64	78,709.38	90,019.15
LPAC Compliance Specialist	197				
Teacher EB Support Specialist	197				
Teacher Support Specialist C&I	197				
Teacher Support Specialist IT	197				
		202	69,108.24	80,707.08	92,303.90
School Psychologist Intern	202				
		205 & 205B	70,134.60	81,905.70	93,674.75
Athletic Trainer	205				
Campus Assessment Coordinator	205B				

Job Title	Calendar		Minimum	Midpoint	Maximum
A18		Daily	345.51	403.47	461.43
		197	68,065.47	79,483.59	90,901.71
Instructional Coach	197				
Instructional Coach CTE	197				
Instructional Coach DL	197				
Instructional Coach Special Education	197				
Instructional Technology Coach	197				
A20		Daily	353.43	410.96	468.48
		235	83,056.05	96,575.60	110,092.80
Accountant Senior	235				
Accountant Senior Federal	235				
Contract Specialist	235				
Coordinator - Benefits	235				
Coordinator - Payment Solutions	235				
Coordinator - Payroll	235				
Coordinator - Risk Management	235				
Senior Buyer	235				
		244	86,236.92	100,274.24	114,309.12
Construction Specialist	244				
A22		Daily	356.93	415.00	473.07
		197	70,315.21	81,755.00	93,194.79
Librarian, ES, HS, MS	197				
A25		Daily	360.85	420.31	479.78
		189	68,200.65	79,438.59	90,678.42
Audiologist	189				
Intervention Behavior BCBA	189				
Therapist Occupational (master's degree)	189				
Therapist Physical	189				
		194	70,004.90	81,540.14	93,077.32
Speech Pathologist	194				
Speech Pathologist DL	194				
Speech Pathology Intern	194				

Job Title	Calendar		Minimum	Midpoint	Maximum
		202	72,891.70	84,902.62	96,915.56
Diagnostician	202				
Diagnostician DL	202				
School Psychologist	202				
School Psychologist DL	202				
		235	84,799.75	98,772.85	112,748.30
Emergency Manager	235				
Energy Manager	235				
		244	88,047.40	102,555.64	117,066.32
Construction Manager	244				
A27		Daily	364.42	424.45	484.84
		189	68,875.38	80,221.05	91,634.76
Counselor Special Education	189				
		194	70,697.48	82,343.30	94,058.96
Counselor At-Risk	194				
Counselor - ES	194				
Counselor – ES Title I	194				
Counselor Intervention	194				
Counselor Truancy Intervention	194				
		205	74,706.10	87,012.25	99,392.20
Counselor MS	205				
A30		Daily	371.91	433.90	495.89
		210	78,101.10	91,119.00	104,136.90
HS Counselor	210				
A33		Daily	368.27	429.67	491.08
		220	81,019.40	94,527.40	108,037.60
ARD Administrator	220				
Assistant Principal - Elementary	220				
		226	83,229.02	97,105.42	110,984.08
Coordinator - Child Find	226				
Coordinator - Dyslexia	226				
Coordinator – Family & Parenting	226				
Coordinator – Student Services	226				

Job Title	Calendar		Minimum	Midpoint	Maximum
		235	86,543.45	100,972.45	115,403.80
Assistant Director of Accounts Payable	235				
Assistant Director of Position Control	235				
Coordinator – Assessment	235				
Coordinator – Communications	235				
Coordinator – Community Relations	235				
Coordinator - HR Systems	235				
Public Affairs Coordinator	235				
A34		Daily	381.21	455.23	529.25
		220	83,866.20	100,150.60	116,435.00
Teacher – Fine Arts Band Director HS	220				
A35		Daily	381.21	455.23	529.25
		220	83,866.20	100,150.60	116,435.00
Assistant Principal - Middle School	220				
Campus Athletic Coordinator	220				
		226	86,153.46	102,881.98	119,610.50
Coordinator – 504 & At-Risk	226				
Coordinator – C&I Advanced Academics	226				
Coordinator – C&I Elementary ELA, Math & Science	226				
Coordinator – C&I OLC	226				
Coordinator – C&I Secondary ELA, Math, Science, & Social Studies	226				
Coordinator – CTE Business	226				
Coordinator – Early Childhood	226				
Coordinator – Guidance & Counseling	226				
Coordinator – Health Services	226				
Coordinator – Instructional Technology	226				
Coordinator – Special Education	226				
Coordinator – World Language	226				
CTE Coordinator - Ag	226				
CTE Coordinator – Career Access	226				
CTE Coordinator – Creative Media	226				

Job Title	Calendar		Minimum	Midpoint	Maximum
CTE Coordinator – Data & Certification	226				
CTE Coordinator – Education & Training	226				
CTE Coordinator – Health Sciences	226				
CTE Coordinator- Middle School	226				
Special Education Transition Coordinator	226				
		235	89,584.35	106,979.05	124,373.75
Assistant Director Athletics	235				
Assistant Director of Instruction and Related Services	235				
Assistant Director of PE & Heath	235				
Assistant Director of Special Education Evaluation Staff & Compliance	235				
		244	93,015.24	111,076.12	129,137.00
Director – Aquatics Center	244				
A38		Daily	426.95	514.84	602.73
		220	93,929.00	113,264.80	132,600.60
Assistant Principal - High School	220				
Assistant Principal - Steele	220				
A40		Daily	438.67	523.86	609.09
		235	103,087.45	123,107.10	143,136.15
Director - Accounting	235				
Director - Athletic	235				
Director - Budget and Financial Planning	235				
Director - Career Technology Education	235				
Director - College & Career	235				
Director – Construction	235				
Director - Counseling	235				
Director - Curriculum	235				
Director - Fine Arts	235				
Director - Human Resources	235				
Director - Instructional Technology	235				
Director - Payroll	235				
Director – Planning	235				

Job Title	Calendar		Minimum	Midpoint	Maximum
Director - Purchasing	235				
Director - Safety & Security	235				
Director – Special Education Instruction and Related Services	235				
Director - Student and Family Services	235				
Director - Talent Acquisition	235				
A42		Daily	454.55	540.91	627.27
		220	100,001.00	119,000.20	137,999.40
Principal - Elementary	220				
A45		Daily	505.00	581.68	658.36
		220	111,100.00	127,969.60	144,839.20
Principal - Middle School	220				
Principal - Special Programs Center	220				
		226	114,130.00	131,459.68	148,789.36
Associate Principal - High School	226				
Principal - Steele High School	226				
A50		Daily	510.64	612.77	714.89
		235	120,000.40	144,000.95	167,999.15
Executive Director – College & Career Readiness	235				
Executive Director - Communications	235				
Executive Director - Construction	235				
Executive Director - Elementary Support	235				
Executive Director - Fine Arts	235				
Executive Director - Human Resources	235				
Executive Director - Outsourced Operations	235				
Executive Director - Planning	235				
Executive Director - Purchasing & Contracts	235				
Executive Director - Research & Assessment & Accounting	235				
Executive Director - Safety & Security	235				
Executive Director – Student Affairs	235				
Executive Director - Technology	235				
		261	133,277.04	159,932.97	186,586.29
Executive Director - Facilities	261				

Job Title	Calendar		Minimum	Midpoint	Maximum
A52		Daily	540.43	638.30	736.17
		235	127,001.05	150,000.50	172,999.95
Principal – High School	235				
A55		Daily	595.74	680.85	765.95
		235	139,998.90	159,999.75	179,998.25
Executive Director - Elementary Education	235				
Executive Director - Financial Services	235				
Executive Director - Health/PE/Athletics	235				
Executive Director - Secondary Education	235				
Executive Director - Special Education	235				
Executive Director - Student Support Services	235				
Executive Director - Teaching & Learning	235				
Staff Attorney	235				
A60		Daily	753.19	893.62	1,034.04
		235	176,999.65	210,000.70	242,999.40
Attorney - General Counsel	235				
Assist Supt. - Curriculum & Instruction	235				
Assist Supt. - Facilities	235				
Assist Supt. - Human Resources	235				
Chief Financial Officer	235				
Chief Technology Officer	235				

TECHNOLOGY

Job Title	Calendar		Minimum	Midpoint	Maximum
H05		Hourly	19.69	23.99	28.29
		207	32,606.64	39,727.44	46,848.24
Computer Technician I	207				
H10		Hourly	24.23	29.51	34.79
		207	40,124.88	48,868.56	57,612.24
Computer Technician II	207				
		235	45,552.40	55,478.80	65,405.20
Computer Technician II	235				
Data Services Specialist	235				
Help Desk Technician	235				
PEIMS Special Ed. & Student Services Specialist	235				
PEIMS/Student Programs Specialist	235				
Safety Security Dispatch	235				
H15		Hourly	28.83	35.12	41.41
		235	54,200.40	66,025.60	77,850.80
Asset Control Manager	235				
Campus Support Senior Technician	235				
Safety Systems Technician	235				
Telecommunications Technician	235				
T05		Daily	268.96	324.74	380.52
		235	63,205.60	76,313.90	89,422.20
Cyber Security Analyst	235				
Instruction & Technology Resource Manager	235				
Junior Network Engineer	235				
T20		Daily	276.04	339.70	403.36
		235	64,869.40	79,829.50	94,789.60
Audio Visual Engineer	235				
Communications/Multi-Media Specialist	235				
Communications Specialist	235				
Communications Web Graphics Design	235				
Data Services Business Analyst	235				

Job Title	Calendar		Minimum	Midpoint	Maximum
Data Services Student Analyst	235				
T30		Daily	351.32	419.82	488.53
		235	82,560.20	98,657.70	114,804.55
Communications Engineer	235				
Data Architect/Programmer	235				
Engineer Communications & Security	235				
Engineer Network	235				
Engineer Systems	235				
T35		Daily	421.46	491.86	562.27
		235	99,043.10	115,587.10	132,133.45
Director – Campus Support	235				
Director - Data Services	235				
Director – Network Infrastructure	235				
Director – PEIMS	235				
Director – Technology Operations and Cybersecurity	235				

PARAPROFESSIONALS

Job Title	Calendar		Minimum	Midpoint	Maximum
P05		Hourly	16.07	18.95	21.84
		<i>187</i>	24,040.72	28,349.20	32,672.64
Campus Assistant Elementary School	187				
Educational Assistant ACP	187				
Educational Assistant PE	187				
P10		Hourly	17.14	20.28	23.42
		<i>187</i>	25,641.44	30,338.88	35,036.32
Asst. Student Services Facilitator	187				
Campus Office Assistant - Middle School	187				
Educational Assistant - ACP	187				
Educational Assistant - Dual Language	187				
Educational Assistant – ESL Support	187				
Educational Assistant – General Ed	187				
Educational Assistant – Language Testing Ctr.	187				
Educational Assistant - Pre-K	187				
Educational Assistant – Pre-K DL	187				
Educational Assistant – Special Education (Non-Unit)	187				
Educational Assistant - Title 1	187				
Receptionist- Middle School	187				
Receptionist- LLC/SPC	187				
Special Education Assessment Clerk	187				
		<i>202</i>	27,698.24	32,772.48	37,846.72
Attendance Clerk Middle School	202				
Lead Campus Assistant & Receptionist	202				
		<i>235</i>	32,223.20	38,126.40	44,029.60
Facilities Attendant Admin.	235				
Facilities Attendance LLC	235				
P15		Hourly	18.75	22.28	25.81
		<i>187</i>	28,050.00	33,330.88	38,611.76
Attendance Clerk - Elementary School	187				

Job Title	Calendar		Minimum	Midpoint	Maximum
Educational Assistant 1:1	187				
Educational Assistant Behavior Technician	187				
Educational Assistant ECSE	187				
Educational Assistant Intervener	187				
Educational Assistant ISS	187				
Educational Assistant Job Coach	187				
Educational Assistant Occupational Prep	187				
Educational Assistant PACEE, SEAC, SLC & SOAR	187				
Registered Behavior Tech	187				
		202	30,300.00	36,004.48	41,708.96
Attendance Clerk – High School	202				
Campus Sub Coordinator	202				
Receptionist - High School	202				
Secretary Assistant Principal HS	202				
Secretary HS Counselor	202				
		220	33,000.00	39,212.80	45,425.60
Registrar MS	220				
		235	35,250.00	41,886.40	48,522.80
Inventory Bond Clerk	235				
P20		Hourly	20.25	24.11	27.98
		187	30,294.00	36,068.56	41,858.08
Educational Assistant - Parents as Teachers	187				
		220	35,640.00	42,433.60	49,244.80
Registrar - High School	220				
		235	38,070.00	45,326.80	52,602.40
Textbook Coordinator Support	235				
P25		Hourly	20.55	24.89	29.24
		207	34,030.80	41,217.84	48,421.44
Bookkeeper - High School	207				
Secretary - Associate Principal High School	207				
P30		Hourly	21.31	25.98	30.65
		202	34,436.96	41,983.68	49,530.40
Campus Safety Monitor	202				

Job Title	Calendar		Minimum	Midpoint	Maximum
		220	37,505.60	45,724.80	53,944.00
Assistant - NISD Family Services	220				
Office Manager - Elementary School	220				
Office Manager - Middle School	220				
Office Manager - SPC	220				
Office Manager - Steele	220				
		226	38,528.48	46,971.84	55,415.20
Student Records Manager HS	226				
		235	40,062.80	48,842.40	57,622.00
Assistant - Accounts Payable	235				
Assistant - Athletics	235				
Assistant - CTE & CCR	235				
Assistant - Curriculum	235				
Assistant - Energy Manager	235				
Assistant - Financial Services	235				
Assistant - Fine Arts	235				
Assistant - Fingerprints	235				
Assistant - HR Campus Support	235				
Assistant - HR Support	235				
Assistant - Payroll	235				
Assistant - Special Education	235				
Assistant - Student Services	235				
Assistant -Technology	235				
District Receptionist	235				
LPAC Assistant	235				
Office Manager - Early Childhood Center	235				
Records Assistant	235				
P35		Hourly	22.17	27.35	32.53
		187	33,166.32	40,915.60	48,664.88
Brailist	187				
LVN	187				

Job Title	Calendar		Minimum	Midpoint	Maximum
		226	40,083.36	49,448.80	58,814.24
Office Manager - High School	226				
		235	41,679.60	51,418.00	61,156.40
Admin. Asst. I - Aquatics Center	235				
Admin. Asst. I - Athletics	235				
Admin. Asst. I – CCMR	235				
Admin. Asst. I - Communications	235				
Admin. Asst. I -Construction	235				
Admin. Asst. I – Curr/Staff Development	235				
Admin. Asst. I - Elementary Education	235				
Admin. Asst. I - Executive Dir. of Outsourced Operations	235				
Admin. Asst. I - Executive Dir. of Planning	235				
Admin. Asst. I - Executive Dir. of Student Affairs	235				
Admin. Asst. I - Facilities	235				
Admin. Asst. I - Finance	235				
Admin. Asst. I - Fine Arts	235				
Admin. Asst. I - Human Resources	235				
Admin. Asst. I – Purchasing	235				
Admin. Asst. I - Purchasing Specialist	235				
Admin. Asst. I - Research & Assessment	235				
Admin. Asst. I - Safety & Security	235				
Admin. Asst. I – Secondary Education	235				
Admin. Asst. I –Special Education	235				
Admin. Asst. I –Student Services	235				
P40		Hourly	26.16	32.27	38.38
		235	49,180.80	60,667.60	72,154.40
Admin. Asst. II - Asst. Supt. Curriculum & Inst.	235				
Admin. Asst. II - Asst. Supt. Facilities	235				
Admin. Asst. II - Asst. Supt. Human Resources	235				
Admin. Asst. II - CFO	235				
Admin. Asst. II - CTO	235				

Job Title	Calendar		Minimum	Midpoint	Maximum
Admin. Asst. II - General Counsel	235				
Admin. Asst. II - Payroll Lead/TRS	235				
P50		Hourly	36.90	44.97	53.03
		235	69,372.00	84,543.60	99,696.40
Executive Asst. to the Superintendent	235				

MAINTENANCE

Job Title	Calendar		Minimum	Midpoint	Maximum
M15		Hourly	19.65	23.34	27.04
		261	41,029.20	48,733.92	56,459.52
Maintenance - Delivery Driver	261				
Electrician (Apprentice)	261				
HVAC PM Technician	261				
Preventative Technician	261				
M20		Hourly	21.42	25.83	30.23
		261	44,724.96	53,933.04	63,120.24
Carpenter	261				
Landscaper	261				
Painter	261				
Welder	261				
M25		Hourly	24.34	29.32	34.30
		261	50,821.92	61,220.16	71,618.40
Irrigation Technician	261				
Locksmith	261				
Maintenance Projects Lead	261				
Maintenance Technician HS	261				
Maintenance Technician II HS	261				
Maintenance Technician OLC	261				
Plumber Repair	261				
Roofing & Waterproofing Technician	261				
Stadium Manager	261				
M30		Hourly	26.06	31.39	36.71
		261	54,413.28	65,542.32	76,650.48
Carpenter Lead	261				
Central Receiving & Distribution Lead	261				
CTE Ag Center Facility Technician	261				
Electrician Journeyman	261				
Electrician Low Voltage	261				

Job Title	Calendar		Minimum	Midpoint	Maximum
HVAC Technician	261				
Kitchen Technician	261				
Landscaper Lead	261				
Painter Lead	261				
Plumber Journeyman	261				
Plumber Wastewater	261				
M33		Hourly	27.75	33.06	38.37
		261	57,942.00	69,029.28	80,116.56
Aquatic Center Technician	261				
Master Level Tradesman – Plumbers & Electricians Only	261				
Master Locksmith	261				
M35		Hourly	30.98	37.28	43.58
		261	64,686.24	77,840.64	90,995.04
Carpentry Department Head	261				
Electrical Department Head	261				
Mechanical Department Head	261				

TRANSPORTATION

Job Title	Calendar		Minimum	Midpoint	Maximum
B01		Hourly 5.25	15.00	17.87	20.75
		180	14,175.00	16,887.15	19,608.75
Bus Monitor (5.25 Hours Per Day)	180				
B02		Hourly 6/8	24.51	28.58	33.77
		183 (6 hours)	26,911.98	31,380.84	37,079.46
Bus Driver (6.0 Hours Per Day)	183				
Bus Driver (Part-Time)	183				
Bus Driver (Spare)	183				
Bus Driver Trainer	183				
		235 (8 hours)	46,078.80	53,730.40	63,487.60
Bus Field Trip Coordinator	235				
Bus Dispatcher	235				
Bus Router	235				
B03		Hourly 8	25.16	29.77	34.38
		235	47,300.80	55,967.60	64,634.40
Bus Driver Trainer Lead	235				
B04		Hourly 8	24.64	30.34	36.04
		261	51,448.32	63,349.92	75,251.528
Mechanic - Transportation	261				
Fleet Technician	261				
B05		Hourly 8	26.78	34.14	41.50
		235	50,346.40	64,183.20	78,020.00
Safety Coordinator - Transportation	235				
B06		Hourly 8	29.99	35.74	41.50
		235	56,381.20	67,191.20	78,020.00
Lead Dispatch – Transportation	235				
		261	62,619.12	74,625.12	86,652.00
Master Mechanic - Transportation	261				
P30		Hourly 8	21.31	25.98	30.65
		235	40,062.80	48,842.40	57,622.00
Office Manager Transportation	235				

Job Title	Calendar		Minimum	Midpoint	Maximum
A05		Daily	262.64	320.60	378.56
		261	68,549.04	83,676.60	98,804.16
Transportation Maintenance Manager	261				
A07		Daily	316.11	362.52	408.93
		235	74,285.85	85,192.20	96,098.55
Transportation Operations Manager	235				
A40		Daily	438.67	523.86	609.09
		235	103,087.45	123,107.10	143,136.15
Director of Transportation	235				

PART-TIME EMPLOYEES

Pay Grade	Job Title	Calendar	Hourly Rate
PPT20	CTE ARD Representative	187	25.00

Extra Duty Stipends

(Stipend amounts may be adjusted based on student enrollment or participation)

ATHLETICS – Annualized payment

701	Campus Athletic Coordinator (220 Days)	\$10,000
716	Assistant Athletic Coordinator	\$4,500
702	Head Coach 1 Sport/Coordinators	\$10,000
704	Assistant High School Football Coach	\$8,000
705	2 nd Sport for HS FB Coach	\$4,000
703	Second Sport for Head Coach	\$2,000
706	Assistant High School Coach	\$6,000
707	Second Sport for Assistant High School Coach	\$4,000
719	Third Sport for Assistant High School Coach	\$2,000
708	Asst. Golf/Tennis/Swim/Soccer/Wrestling Coach	\$4,000
709	Second Sport Assistant Golf/Tennis/Swim/Soccer/Wrestling	\$4,000
710	Assistant Coach for One Sport w/ Two Seasons	\$8,000
711	Head Athletic Trainer (224 Day Contract)	\$5,500
712	Assistant Athletic Trainer (205 Day Contract)	\$5,500
717	High School/Middle School Coach Split	\$8,000
713	Middle School Campus Coordinator	\$7,000
714	Middle School Coaches (3 Sports)	\$6,000
720	Middle School Coaches (4 Sports)	\$2,000
721	Middle School Wrestling Coach	\$2,000
715	Middle School Coach (part-time, cross-country)	\$3,000

FINE ARTS: CHOIR– Annualized payment

804	High School Head Choir Director	\$6,000
805	High School Assistant Choir Teacher	\$3,000
809	Middle School Head Choir Teacher	\$3,500
810	Middle School Asst. Choir Teacher	\$2,000
815	District Elementary Honor Choir	\$1,500

FINE ARTS: MUSIC– Annualized payment

801	High School Band Director (220 Day Contract)	\$6,500
802	High School Associate Band Director	\$9,500
803	High School Assistant Band Director	\$6,250
806	High School Orchestra Director	\$6,500
811	High School Color/Winter Guard Facilitator	\$1,500
807	Middle School Head Band Director	\$6,500
808	Middle School Assistant Band Director	\$5,000
812	Middle School Orchestra Director	\$6,500
814	Elementary School Music Teacher	\$300

FINE ARTS: MUSICAL – One-Time Payment (**paid after event completion*)

837	Middle School Musical Theatre - Director	\$3,500
827	Middle School Musical - Vocal Direction	\$3,500
828	Middle School Musical - Asst. Vocal Direction	\$1,500
829	Middle School Musical - Technical Director	\$3,500
830	Middle School Musical - Asst. Technical Director	\$1,500
831	Middle School Musical - Asst. Theatre Director	\$1,500
832	Middle School Musical - Producer	\$3,500
833	High School Musical - Vocal Direction	\$1,500
834	High School Musical - Asst. Vocal Direction	\$1,500
835	High School Musical - Pit Conductor	\$1,500
836	High School Musical - Technical Director	\$2,000
838	High School Musical - Producer	\$3,000

FINE ARTS: THEATRE – Annualized payment

816	High School Theatre Lead Teachers	\$6,000
817	High School Assistant Theatre Teacher	\$3,000
818	Middle School Theatre Director	\$2,000
931	PAC Building Manager	\$7,000
932	Asst. PAC Building Manager	\$2,000

FINE ARTS: DRILL TEAM/DANCE – Annualized payment

819	High School Drill Team/Dance Sponsor (202-day contract)	\$3,500
820	Assistant High School Drill Team/Dance Sponsor	\$2,500

FINE ARTS: CHEERLEADING – Annualized payment

822	High School Head Cheerleading Sponsor	\$9,500
823	High School Assistant Cheerleading Sponsor	\$4,500
825	Middle School Cheerleading Sponsor	\$3,000

STUDENT COUNCIL/NATIONAL HONOR SOCIETY – Annualized payment

901	High School Student Council Sponsor (202-day contract)	\$1,200
902	Assistant High School Student Council Sponsor	\$1,000
903	Middle School Student Council Sponsors	\$1,000
904	High School Honor Society Sponsor (For National Honor Society ONLY)	\$1,000
905	Middle School Honor Society Sponsor	\$1,000
949	National Technical Honor Society	\$500

NEWSPAPER/YEARBOOK/MEDIA -Annualized payment

927	High School Newspaper Sponsor	\$1,200
929	High School Yearbook Sponsor	\$1,200
913	High School Technology/Video Teacher	\$1,000
930	Middle School Yearbook Sponsor	\$1,000
928	Middle School Newspaper/Media Sponsor	\$1,000

TECHNOLOGY – Annualized payment

938	Campus Technology Liaison	\$1,500
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CTE – Annualized payment

954	CTE Academy Facilitator	\$6,500
955	CTE Academy Coordinator/Facilitator	\$1,500
951	Career Prep Full-Time Teacher	\$4,500
926	CTE CTSO Competitive Events Lead Sponsor	\$3,000
962	CTE CTSO Co-Sponsor	\$1,500

DUAL LANGUAGE – Annualized payment

914	Bilingual Certified/Dual Language	\$6,000
961	Dual Language Partner Teachers	\$3,000
914	Instructional Coaches, Diagnosticians, School Psychologists & Speech Language Pathologists	\$6,000

OTHER ACADEMIC AREAS – Annualized payment

960	Special Education Teacher in a Unit	\$3,000
965	Special Education Teacher for a Non - Unit	\$1,500
956	Debate/Non-UIL Team Sponsor	\$1,500
948	Dual Enrollment/On Ramps Teacher	\$1,500

DEPARTMENT HEADS/TEAM LEADERS – Annualized payment

906	High School, Middle School, and Elementary Schools	\$1,500
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DISTRICT FACILITATORS – Annualized payment

935	Academic Areas: Speech Pathologists, Gifted/Talented, Librarians, Fine Arts, Physical Education, Elem. Art, Secondary Art, Music, Elem. Counselors, MS Counselors, Mentors, CPR Lead, Diagnosticians & School Psychologists	\$1,500
937	Curriculum and Instruction	\$2,000
676	Reading Academy Facilitator	\$8,000
950	World Language Facilitator	\$6,000
943	Early College HS Facilitator	\$6,500

DISTRICT INSTRUCTIONAL COACHES – Annualized payment

936	Subject Area (Math, Literacy, etc.)	\$2,000
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INTERVENTION SPECIALISTS – Annualized payment

915	Intervention Specialist	\$1,500
970	Intervention Specialist CIT	\$1,500
944	Special Education Behavior Interventionist	\$1,000
945	Behavior Interventionist with BCBA Certification	\$1,000

COUNSELING – Annualized payment

940	Lead Counselor - High School	\$6,000
941	Lead Counselor - Middle School	\$1,500
971	Lead Counselor – Elementary Feeder Pattern	\$1,500

MENTORS – One-Time payment (*paid at end of the school year)

907 908 909	Coordinator for Campus Mentor Teachers	\$500 (for 1 to 5 mentor/mentee pairings) \$750 (for 6 to 15 mentor/mentee pairings) \$1,000 (for 16+ mentor/mentee pairings)
910	Mentor for a 1 st year teacher	\$750 (per mentee mentored)
912	Mentor for a 2 nd year teacher	\$250 (per mentee mentored)
908	Nurse Mentor	\$750
911	SLP Mentor*	\$750 (*paid at end of each semester)

UIL ACADEMIC COACHES – One-Time Payment (*paid at end of the school year)

916	High School Academic Decathlon	\$3,000
917	High School UIL Campus Coordinator	\$1,800
918	High School UIL CX & Lincoln-Douglas Debate	\$1,500
919	High School UIL One-Act Play	\$1,000
920	High School UIL Coach	\$600 (total per event)
921	Middle School UIL Campus Coordinator	\$1,000
922	Middle School UIL	\$500 (total per event)
923	Elementary UIL Campus Coordinator	\$300
957	Elementary UIL Coach	\$250 (total per event)
925	Destination Imagination Campus Coordinator	\$300

SPECIAL OLYMPICS - One-Time Payment (*paid at end of the school year)

946	Coach	\$1,000
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Guest Educator/Substitute Salary Schedule

The salary rates for substitute teachers shall be set by the Northwest Independent School District Board of Trustees and recorded in Board minutes. The rates have been updated as of March 28, 2025, and are as follows for the 2026-2027 school year.

Professional Substitute Teaching/ Nurse Assignment Daily Rate

Non-Degreed or No Teacher Certification:	\$100.00/day
One-half day (up to five hours)	\$60.00/day
 Bachelor's degree or above/ LVN/Medical Training	 \$110.00/day
One-half day (up to five hours)	\$70.00/day
 Bachelor's degree or above and hold a valid Teacher Certification or Registered Nurse	 \$115.00/day
One-half day (up to five hours)	\$70.00/day

All incentive and tiered rates will reset at the start of each school year

After 30 days worked non-consecutive full days in a teaching position	\$130.00/day
One-half day (up to five hours)	\$70.00/day
 After 60 days worked non-Consecutive full days in a teaching position	 \$155.00/day
One-half day (up to five hours)	\$77.50/day

Professional Long-Term Substitute Teaching/Nurse Assignment Tiered Rate – beginning day one

Professional Teacher/Nurse Assignment Bachelor's Degree or above and hold a valid Teacher Certification or Registered Nurse	\$155.00/day
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Tier One: After sixty consecutive days within the same teaching assignment. (Substitute must be agreed and certified)
Exceptions must be approved by the Assistant Superintendent or Executive Director of Human Resources.

Bachelor's Degree or above and hold a valid Teacher Certification or Registered Nurse	\$210.00/day
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Elite Guest Educator (May only work in a teaching position)

Day 1 - 60	\$155.00/day
After 60 days	\$210.00/day

Professional Long-Term Teaching Assignments-Vacant/Growth position

Substitutes assigned to a vacant or growth long-term teaching assignment must possess a Texas Teacher Certification, may be paid at a rate equal to the daily rate of a first-year teacher, and may be eligible for benefits. This and any exceptions must be approved by the Assistant Superintendent or Executive Director of Human Resources.

Paraprofessional Assignment Daily Rate and Long-Term Rate

The daily rate for paraprofessional assignments is the same regardless of the substitute's credentials, with no tiered rating.

Educational Aide/Special Ed. Aide	\$ 90.00/day
One-half day (up to five hours)	\$ 50.00/day

These rates will be the same to assist payroll in calculating pay.

Extra Duty/Temporary Pay Scale

EDT - 1	General Labor	Performs a variety of unskilled labor tasks such as removing debris and litter, cleaning, loading and unloading, operating various types of equipment.
\$15.00 - \$18.00		

EDT - 2	Clerical	Responsible for recording and retrieving data and/or information and other paperwork and managing and answering telephones required in an office.
\$15.00 - \$20.00		

EDT - 3	Paraprofessional	Responsible for some of the duties of a professional or technician in a supportive role working with students. Requires less formal education and/or experience normally required for the professional or technical status.
\$15.00 - \$20.00		
Specific Position	Hourly Rate	
AVID Tutor	\$15.25	

EDT - 4	Craft/Technician	Responsible for work requiring specialized manual or mechanical skills or training acquired through licensure or on the job training and/or work requiring basic scientific or technical knowledge and manual skills obtained through specialized post-secondary education or equivalent on the job training.
\$18.00 - \$30.00		
Specific Positions	Hourly Rate	
Lifeguard	\$18.00	
Head Lifeguard	\$20.00	
Screen Team	\$18.00	
Screen Team - Lead	\$20.00	

EDT - 5	Professional	Work requiring professional preparation requiring specialized or theoretical knowledge which is usually acquired through a prolonged course of specialized intellectual instruction or work that requires supervision of 2 or more employees in a professional setting.
\$25.00 - \$50.00		
Specific Positions	Rate	
Comp Ed Tutor	\$25.00/Hr	
Curriculum Writing	\$25.00/Hr	
Teacher Professional	\$25.00/Hr	
Counselor	\$260.00/Day	
Asst. Principal	\$375.00/Day	
Principal	\$425.00/Day	