

# **How do I calculate a midpoint raise?**

**NISD HR Department**

# How do I calculate my raise?

1. Go to the 18-19 NISD Compensation Plan. You can access the link from the Human Resources page on the Northwest ISD website or click [here](#).
2. Find your pay grade and employee calendar. A teacher with a Bachelor degree is pay grade A15 and at teacher with a Master's degree is pay grade A20. Other positions are listed under each pay grade.

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A15		Daily	Min	<u>Midpoint</u>	Max
Bachelor Degree Teacher	187	<b>187</b> Days	<b>\$288.77</b>	330.57	\$385.88
Student Service Facilitator Bachelor's Degree	194	<b>189</b> Days	54,577	62,477	72,931
Behavior Intervention Spec Bachelor Degree	187	<b>194</b> Days	56,021	64,130	74,860
Bachelor Degree Speech Path	194	<b>197</b> Days	56,887	65,122	76,018
Bachelor Degree Dyslexia Facilitator	189	<b>202</b> Days	58,331	66,775	77,947
Bachelor Degree Teacher	202	<b>205</b> Days	59,197	67,766	79,105
Bachelor Degree Teacher	224	<b>224</b> Days	64,684	74,047	86,437
Bachelor Degree Occ Therapist	189	<b>226</b> Days	65,262	74,708	87,208

1. Multiply the midpoint by the raise percentage approved by the Board.
3. Example: 3% midpoint raise for a 187 Bachelor degree teacher:

$$\$61,816 \times 3\% = \$1,854/\text{year increase}$$

If you have questions about your raise or difficulty calculating the midpoint salary increase for your position, please contact any of the HR personnel below for assistance.

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