

**Northwest**  
INDEPENDENT SCHOOL DISTRICT

[www.nisdtx.org](http://www.nisdtx.org)

*Fort Worth, TX*



# 2018-2019 Compensation Plan

**May 29, 2018**

**Strategic Goal II:** *Northwest ISD will recruit, develop, retain, and recognize an exceptional, highly motivated staff to optimize student engagement and learning*

# Proposed Salary Increase

| Raise Scenarios | Budget Increase |
|-----------------|-----------------|
|                 |                 |
| .5%             | \$662,205.07    |
| 1%              | \$1,324,410.14  |
| 1.5%            | \$1,986,615.21  |
| 2%              | \$2,648,820.28  |
| 2.5%            | \$3,311,025.35  |
| 3%              | \$3,973,230.42  |
|                 |                 |

# Proposed Teacher Hiring Schedule

| Years of Experience | 2% Salary Increase |
|---------------------|--------------------|
| 0                   | \$54,000           |
| 5                   | \$55,200           |
| 10                  | \$56,750           |
| 15                  | \$58,650           |
| 20                  | \$61,450           |
| 25                  | \$65,200           |
| 30                  | \$68,950           |

*Master's Degree + \$2,000. The raise for returning teachers with a 2% increase would be \$1,237.00.*

# Proposed 2% Salary Increase

## Budget Impact

\$2,648,820.28

