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NORTH EAST
INDEPENDENT SCHOOL DISTRICT
Discover NEISD

Compensation

It is the goal of the North East Independent School District to offer a competitive compensation package to recruit and retain quality personnel, while maintaining internal and external equity.

Classified Employees (Paraprofessional/Auxiliary):

- Classified Employees are paid biweekly.
- Paraprofessional employees have their salary prorated equally over a specific number of payments for the entire year.
- Minimum hourly rates are posted and available for viewing for all Classified positions.
- [Proration of Salary](#)
- [Classified \(Paraprofessionals/Auxiliary\) New Hire Ranges](#)
- [Alternative Pay](#)

Certified Employees (Administrative/Professional):

- Certified employees are paid monthly.
- Certified employees have their salary prorated equally over a specific number of payments for the entire year.
- Minimum annual salaries are posted and available for all non-teacher/librarian Certified positions.
- [Proration of Salary](#)
- [Certified \(Administrative/Professional\) New Hire Ranges](#)

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schedule). For the 2023-2024 school year, eligible teachers and librarians are eligible for a four percent (4%) increase of midpoint equaling \$2,300.

Salaries listed below reflect the 2023-2024 school year.

MINIMUM 0 YEARS \$57,000

5 YEARS \$58,600

10 YEARS \$60,550

15 YEARS \$62,350

MINIMUM 20 YEARS \$64,650

MAXIMUM 25 YEARS \$66,400

In accordance with House Bill 3, the ranges above include additional compensation for classroom teachers with more than five (5) years of experience.

All salary ranges are adopted annually by the Board of Trustees. The District ensures salary placement for new hires will be based on verified years of experience according to the [Commissioner's Rules on Creditable Years of Service](#). These ranges should not be used to project salary amounts for subsequent years.

In addition, teachers and librarians may qualify for the following stipends:

[Advanced Degree Stipends](#)

[Performance and Other Supplemental Stipends](#)

[Bilingual & ESL Stipends](#)

CURRENT EMPLOYEES - PAY INCREASE FOR 2023-2024

Professional/Administrative (A, E, P and T) Pay Scales:

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- For returning professional/administrative employees who do not earn a year of credit, grant a scale adjustment increase based on the midpoint of the new 2023-2024 pay scales.

Classified (C, I, O, P and T) Pay Scales:

- Adjust the classified pay scale ranges (minimum, midpoint and maximum) to better align with current market.
- For eligible classified employees, grant a minimum 6% general pay increase based on the midpoint of the new 2023-2024 pay scales with additional targeted adjustments for specific positions.
- For returning classified employees who do not earn a year of credit, grant a scale adjustment increase based on the midpoint of the new 2023-2024 pay scales.

Human Resources

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Current Employees

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Additional Information

[Proration of Salary](#)


[Classified \(Paraprofessionals/Auxiliary\) New Hire Ranges](#)

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NORTH EAST ISD

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In accordance with Title VI-Civil Rights Act of 1964, Title IX-Education Amendment of 1972, Section 504-Rehabilitation Act of 1973 and Title II of the American with Disabilities Act of 1992, the North East Independent School District does not discriminate on the basis of race, color, national origin, age, sex or handicap.

EL Distrito Escolar Independiente de North East no discrimina por motivos de edad, raza, religión, color, origen nacional, sexo, estado civil o condición de veterano, impedimento (o relación o asociación con algún individuo con una discapacidad), información genética o algún otro estado legalmente protegido en sus programas, servicios o actividades vocacionales, tal como lo requiere el Título VI de la Ley de Derechos Civiles de 1964, en su versión modificada; el Título IX de las Enmiendas de Educación, de 1972, y la Sección 504 de la Ley de Rehabilitación de 1973, en su versión modificada.

[Web Accessibility | Website Issue](#)

Eligibility for Advanced Degree Stipends

Teachers/Librarians will be eligible for advanced degree stipends based on the following criteria*:

TIER I

- If employee has a Master's Degree with a major or specialization in their current teaching assignment, Curriculum and Instruction, or Teaching, then provide them an annual stipend of \$1,800
- If employee has a Doctorate Degree with a major or specialization in their current teaching assignment, Curriculum and Instruction, or Teaching, then provide them an annual stipend of \$1,500

OR

TIER II

- If employee has an advanced degree (Master's or Doctorate) with a major or specialization from a College of Education, that is not in their current teaching assignment, Curriculum and Instruction, or Teaching, then provide them an annual stipend of \$800

OR

TIER III

- If employee has an advanced degree (Master's or Doctorate) in any area, that is not in their current teaching assignment, Curriculum and Instruction, or Teaching, then provide them an annual stipend of \$400

**NOTE: Teachers/Librarians that were not eligible under previous year's criteria will be re-evaluated based on the new criteria. If one of the above is met, the stipend will be included in the employee's compensation effective for the new school year. There will be no retroactive payments.*

Non-teaching positions are not eligible for advanced degree stipends.