



NORTH EAST INDEPENDENT SCHOOL DISTRICT

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COMPENSATION PLAN

2015-2016 SCHOOL YEAR

New Teachers and Librarians

Salaries for new hire teachers and librarians will be based upon the [Commissioner's Rules on Creditable Years of Service](#).

Base Pay Salary Ranges (10-Month Work Schedule)

Minimum \$50,000
Midpoint \$54,465
Maximum \$60,665

Returning Teachers and Librarians

Teachers and librarians who earned a creditable year of NEISD experience will receive a 2% general pay increase equal to \$1,087 annually (based on 10-month work schedule).

Teachers and librarians who did not earn a creditable year of NEISD experience will receive a 1% pay scale adjustment equal to an average of \$600 annually (based on 10-month work schedule).

Teachers/Librarians click [here](#) for the **Eligibility for Advanced Degree Stipends** criteria

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

New Bus Drivers

New bus drivers with no experience will be paid \$12.28/hour and receive an increase, up to \$12.50/hour, after the first 88 days of employment.

All Other Returning Employees

Non-Exempt hourly employees who earn a creditable year of NEISD experience will be eligible for a 3% general pay increase calculated based off of the midpoint of the pay grade and work schedule for each position.

Exempt professional employees who earn a creditable year of NEISD experience will be eligible for a 2% general pay increase calculated based off of the midpoint of the pay grade and work schedule for each position.

Employees who did not earn a creditable year of NEISD experience will be eligible for a pay scale adjustment calculated based off of the midpoint of the pay grade and work schedule for each position.

Link: [Calculating the General Pay Increase](#)

[Professional Pay Ranges 2015-2016 School Year](#)

[Classified Pay Ranges 2015-2016 School Year](#)

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Eligibility for Advanced Degree Stipends

2015-2016 School Year

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.