



NORTH EAST INDEPENDENT SCHOOL DISTRICT

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INFORMATION FOR THE COMMUNITY

COMPENSATION

New Teachers and Librarians

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

2016-2017 Salary Base Pay Salary Ranges (10-Month Work Schedule)

Minimum \$51,100 (no experience)
Midpoint \$55,126
Maximum \$61,276

Returning Teachers and Librarians

Teachers and librarians who earned a creditable year of NEISD experience will receive a 2% general pay increase equal to \$1,111 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 \$615 annually (based on 10-month work schedule).

All Other Returning Employees

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

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

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

Helpful Links

[Calculating the General Pay Increase](#)

[Eligibility for Advanced Degree Stipends](#) (teachers and librarians only)

New Hire Salary Schedules

[Classified Administrative Support](#)

[Classified Instructional Support](#)

[Classified Operations](#)

[Classified Police](#)

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[Professional Administrative/Instructional](#)

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[Professional Police](#)

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RELATED INFORMATION

› [NEISD Home Page](#)

› [HR Main Page](#)

[Substitute Rates](#)

[Supplemental Duty Rates](#)

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For NCTQ's analysis of 2016-2017 salary schedules, this 2015-16 salary document was used again, as it remained posted on the district website as of February 26, 2017 date. NCTQ's policy is to analyze salary schedules that are posted online as of January 1, 2017.

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.