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NORTH EAST
INDEPENDENT SCHOOL DISTRICT
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ABOUT NEISD

DEPARTMENTS

STUDENT

SCHOOLS

COMMUNITY

REGISTRATION

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.

2024-2025 SCHOOL YEAR

RETENTION SUPPLEMENT

The North East Independent School District Board of Trustees approved a one-time retention supplement equal to one and a half percent (1.5%) of an employee’s annualized pay grade midpoint with a minimum supplement payment of \$375. To qualify for the supplement, an employee must have a hire date on or before October 1, 2024. The supplement amount shall be paid in one payment in November based upon the qualified employee’s completion of their 2024 fall semester work schedule in good standing.

How to Calculate the Retention Supplement

TEACHERS AND LIBRARIANS

Salaries for new teachers and librarians are based on the salary ranges below (10-month schedule).

MINIMUM \$57,000

5 YEARS \$58,350

13 YEARS \$61,150

20 YEARS \$64,350

MAXIMUM \$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](#)

All Other Employees

- Recruiting rates are posted and available for viewing for all positions.
- Paraprofessional/Auxiliary (classified/non-exempt) employees are paid biweekly.
 - [Classified \(Paraprofessionals/Auxiliary\) New Hire Ranges](#)

- Administrative/Professional (certified/exempt) employees are paid monthly.
 - [Certified \(Administrative/Professional\) New Hire Ranges](#)
- [Proration of Salary](#)
- [Alternative Pay](#)

Human Resources

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Current Employees

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New Hires

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Additional Information

Proration of Salary

Classified (Paraprofessionals/Auxiliary) New Hire Ranges

Certified (Administrative/Professional) New Hire Ranges

Alternative Pay

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.

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