



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.

Work Perks – Why Work in NEISD?

In addition to a competitive compensation plan, as a full-time or part-time employee of NEISD, you will enjoy a total rewards package including the following programs, services and benefits:

- Recognized by Forbes as one of [America's Best Large Employers 2018](#)
 - Comprehensive and affordable [health benefits](#), including: medical ([premium deduction rates](#)), [life insurance](#) and [flexible spending accounts](#)
 - Participation in [tax sheltered accounts](#)
 - Enrollment in [catastrophic sick leave bank](#)
 - [Disability Insurance](#)
 - Continued professional development opportunities
 - [Employee Assistance Program \(EAP\)](#)
 - Employee perks/discounts through NEISD Partnerships
 - Out-of-district employee enrollment of their child(ren) at employee's assigned campus or in the designated cluster
 - Incentives for hard to fill assignments, including but not limited to Bilingual and ESL Teachers
 - Free general admission into an athletic event at any NEISD campus or facility
 - Employee giving campaign through [NEISD Team Campaign](#)
 - Participation in the [Teacher Retirement System of Texas](#)
 - Local sick and state personal leave
 - [Non-work days](#) during major holidays (i.e. Thanksgiving, Christmas Break, Spring Break)
 - Paid vacation (for year-round employees)
 - Paid holidays (for specific auxiliary assignments)
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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](#)
 - [Alternative Pay](#)
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TEACHERS AND LIBRARIANS

Salaries for new classroom teachers and librarians are based on the salary ranges below (10-month work schedule). For the 2022-2023 school year, eligible teachers and librarians are eligible for a two percent (2%) increase of midpoint equaling \$1,150.

Salaries listed below reflect the 2022-2023 school year.

MINIMUM 0 YEARS \$55,300

6 YEARS \$56,500

16 YEARS \$59,950

20 YEARS \$61,750

MAXIMUM 25 YEARS \$64,000

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 2022-2023

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

- Adjust the professional/administrative pay scales upward by 0.5%
- For eligible counselors and nurses, grant a 2% general pay increase based on the midpoint of the new 2022-23 pay scales
- For all other eligible professional/administrative employees, grant a 1% general pay increase based on the midpoint of the new 2022-23 pay scales
- For returning professional/administrative employees who do not earn a year of credit, grant a scale adjustment increase equal to 0.5% of the midpoint of the new 2022-23 pay scales

Classified Pay Scales (C, I, O, P, T, B, F and CO)

- Adjust the classified pay scales upward by a minimum of 2%
- For eligible bus drivers, custodians, food service assistants, special education assistants and instructional assistants further adjust starting pay to align with the current market and provide a corresponding general pay increase of at least 3% based on the midpoint of the new 2022-23 pay scales to current incumbents to alleviate compression
- For all other eligible classified employees, grant a 3% general pay increase based on the midpoint of the new 2022-23 pay scales
- For returning classified employees who do not earn a year of credit, grant a scale adjustment increase equal to 2% of the midpoint of the new 2022-2023 pay scales.

[Click here for information on how to calculate your 2022-2023 salary increase \(PDF\)](#)

Supplemental Duty

Human Resources

- [Human Resources Home](#)
- [Student Teaching & Observation](#)
- [Evaluations](#)
- [HR Forms](#)

Current Employees

- [Compensation](#)
- [Accommodations & ADA](#)
- [Grievances](#)

- Leave of Absence
- Employee Verification
- Records Requests
- Work Schedules
- Separation of Employment

New Hires

- New Hire Onboarding Process
- Benefits Department
- Payroll Department
- Technology Services
- Frequently Asked Questions
- Employee Center
- SmartFind Express System
- Eduphoria
- Employee Benefits
- Payroll
- Records Request
- Contact Us



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 Titulo VI de la Ley de Derechos Civiles de 1964, en su versión modificada; el Titulo 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.