

2023-2024 Compensation Manual

Talent Management



Frequently Asked Questions

Will employee salaries increase in the 2023-2024 school year?

Yes! The Board of Education approved a general pay increase for eligible employees on June 27, 2023.

Teachers, Counselors, & Librarians:

- Starting salary for first year teachers with a Bachelor's degree will be \$62,000.
- Employees will receive a 3% increase calculated as a percentage of market median, which equates to a minimum of \$1,925 for teachers.

Positions on a Career Pathway Pay Plan:

- Full-time, hourly employee pay will increase to a minimum of \$15.25 per hour.
- Employees will receive a 3% increase calculated as a percentage of pay grade midpoint.
- Executive Directors and above will receive a 2% increase calculated as a percentage of pay grade midpoint.

I noticed that the Teacher Salary Schedule only goes up to 30 years for new hires. Can you please explain what this means?

New teachers to the district will be capped at year 30 on the Teacher Salary Schedule in their initial year. Continuing Fort Worth ISD teachers with more than 30 years of experience will receive the board approved increase, which equates to a minimum of \$1,925.

Who is eligible for a pay increase?

Board-approved general salary increases apply to employees in permanent positions. To be eligible for a pay increase:

- Employees must have a satisfactory evaluation from the prior school year;
- Employees must have a full year of service/experience
 - In order to qualify for a year of experience or an approved salary increase in a subsequent year, an employee must have worked **and** been paid for at least four and one-half months, a full semester of more than four calendar months, **or** 90 actual working days in the current year.
 - An employee may combine days worked in another school district, or other accredited entity recognized by the Texas Education Agency (TEA), in the current year with days worked in the District in the current year to satisfy this requirement, provided the service rendered in the other district is evaluated as creditable according to state and local regulations regarding service credit.

I am a School Outreach Specialist in pay grade 201. How can I determine my pay increase?

Your position was approved to receive a 3% increase calculated as a percentage of pay grade midpoint. Information regarding your pay grade midpoint can be found in the 2023-2024 Compensation Manual.

Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
201			Daily	\$236.55	\$285.00	\$333.45
	Specialist I Family Community Outreach	219, 239	187 Days	44,235	53,295	62,355
	Specialist I College & Career Readiness	187	210 Days	49,676	59,850	70,025
	Specialist I Parent Outreach	210	219 Days	51,804	62,415	73,026
	Specialist I School Outreach	187	239 Days	56,535	68,115	79,695

The pay grade midpoint is \$285.00 per day with an annual salary of \$53,295.00 for a 187-day position.

$$\$53,295.00 \times 3\% = \$1,598.85$$

Your general pay increase is \$1,598.85.

I am a current employee and make less than the new minimum salary of my position pay grade. What does that mean for me?

Some pay grades were adjusted to align with changing market conditions. As a result, there are employees for whom the general pay increase is not enough to move them above the minimum of the new pay range.

Individual market adjustments raise all salaries to 1% above the minimum of the employee's pay range. This increase will ensure current employees are paid more than incoming employees paid at the minimum of the pay range.

Additional market adjustments may be applied as needed to ensure equitable pay practices.

When will I receive my first paycheck from the 2023-2024 compensation plan?

Employees will receive their first paycheck reflecting 2023-2024 salary adjustments in September 2023.