

# 2023-2024 Compensation Menu 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 pay. Employees with base pay of \$60,000 or less will receive a 3% increase.
  - Executive Directors and above will receive a 2% increase calculated as a percentage of pay.

### 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,

**Item School District 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.

