



In 2014, Arlington ISD adopted a market-based salary range for teachers, librarians, and nurses. This move was approved by the Board of Trustees in the spring of 2014. The district has continued with this compensation practice in an effort to recruit and retain top candidates.

For 2017-2018 the minimum starting rate for Teachers, Librarians, and Nurses with no experience is \$52,500, the midpoint is \$62,750, and the range maximum is \$73,000. Teachers, Librarians, and Nurses with experience are considered at a rate contingent on experience, education, internal equity, and district need. Teachers and Nurses with a master's degree are paid an additional annual stipend of \$1,500, and teachers, librarians, and nurses with a doctorate degree are also paid an additional stipend of \$1,500. Future annual adjustments and salary increases are contingent on Board review and approval.

For the 2017-2018 school year the Board of Trustees has elected to provide a 2.25% increase for all employees. Returning teachers and librarians were granted an additional equity adjustment for teachers and librarians with 8-18 years of experience.