

Executive Summary

Prepared for Board of Trustees Meeting

June 25, 2019

Discussion of 2019-2020 Salary Recommendations

Board Goal:

Human Resources...In pursuit of excellence, the district will:

- recruit, select, employ and retain teachers in every classroom because of substantive experience in the discipline they teach, rather than in auxiliary functions
- maintain a diverse workforce with respect to qualifications, expertise, and commitment to excellence

Purpose of Report

This summary will provide the Board of Trustees with information regarding salary increases to DISD staff for the 2019-2020 school year. Backup information prepared by Ann Patton (Texas Association of School Board's Senior Compensation Consultant) is attached for your review. The proposed recommendation will include two parts: a general pay increase for all employees and equity adjustments for employees whose current salary is below the market median. The recommended general pay increase will be 4.6% of midpoint on average for teachers, nurses, librarians, and counselors with 6 or more years of experience as prescribed by HB 3. Each teacher, nurse, and librarian with 1-5 years of experience will receive a minimum \$1,600 general pay increase, which is 2.5% of midpoint. Teachers, Librarians, and Nurses between steps 6 and 42+ will receive a minimum \$2,960. This positively impacts 2,450 of our experienced teachers, librarians, nurses, and counselors along with other employees tied to the teacher's salary schedule.

Objectives

- Increase the starting teaching salary to \$54,300. Provide an average 4.6% at midpoint general pay increase for all continuing teachers, nurses, librarians, and counselors.
 - Includes a minimum \$1,600 pay increase for all teachers, nurses, and librarians with 1-5 years of experience on the teacher salary scale.
 - Includes a minimum \$2,960 pay increase for all teachers, nurses, and librarians with 6-42+ years of experience on the teacher salary scale.
- The Summary of Cost Estimates (attached document) addresses all other employee groups.

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Operational Impact

The employee groups general pay increase (raises) would be as follows:

- Teachers, Librarians & Nurses (RNs) steps 1-5
 - \$1,600 minimum pay increase (equals 2.5% increase at pay range midpoint)
- Teachers, Librarians & Nurses (RNs) steps 6-42+
 - \$2,960 minimum pay increase (equals 4.5% increase at pay range midpoint)
- Administrative/Professional
 - 3.0% of pay range midpoint
- Information Technology pay grade 1-3
 - 4.0% of pay range midpoint
- Information Technology pay grade 4-9
 - 3.0% of pay range midpoint
- Clerical/Paraprofessional
 - 4.0% of pay range midpoint
- Auxiliary
 - 4.0% of pay range midpoint

Summary of Cost Estimates:

Teachers, Librarians, & Nurses (RNs)	\$6,168,540
Administrative/Professional	\$1,370,833
Information Technology	\$ 130,926
Clerical/Paraprofessional	\$ 812,499
Auxiliary	\$ 509,971
 Subtotal – Implementation General Pay Increase	 \$6,389,649
 Subtotal - Implementation/Equity Adjustments	 \$2,603,119
Total Cost Estimate	\$8,992,768

Results

This will allow all compensation changes to be timely implemented for July (12 month), August (11 month), and September (10 month) employee pay rolls. This action will meet the requirements of HB 3 compensation implementation for all employee groups.

Other Options

N/A
