

Executive Summary

Prepared for Board of Trustees Meeting

June 9, 2020

Discussion of 2020-2021 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 item request approval for the DISD 2020-21 compensation plan. Backup information prepared by Erin Kolecki (Texas Association of School Board's Senior Compensation Consultant) is attached for your review. This recommendation will include two parts: a general pay increase for all employees and an equity adjustment for those employees whose current salary is below the market median. The recommended general pay increase will be 2% of the midpoint in each pay grade for all employees. Each teacher and librarian will receive a minimum \$1,200 general pay increase. Teachers and Librarians between steps 1 and 6 will receive additional pay due to market adjustments. This positively affects 2,428 of our experienced teachers and librarians.

Objectives

- Increase the starting teaching salary to \$55,500. Provide a 2% at midpoint general pay increase at minimum for all continuing teachers.
- Minimum \$1,200 pay increase for all teachers and librarians with additional compensation for teachers and librarians on steps 1 – 6 of the teacher scale.
- Cost Estimates (attached document) addresses all other employee groups

Operational Impact

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

- | | |
|--|--|
| • Teachers and Librarians | 2.0% of pay range midpoint (\$1,200 minimum pay increase). |
| • Administrative/Professional | 2.0% of pay range midpoint |
| • Information Technology pay grade 1-3 | 2.0% of pay range midpoint |
| • Information Technology pay grade 4-9 | 2.0% of pay range midpoint |
| • Clerical/Paraprofessional | 2.0% of pay range midpoint |
| • Auxiliary | 2.0% of pay range midpoint |

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Summary of Cost Estimates:

| | |
|--|--------------------|
| Teachers and Librarians | \$3,283,481 |
| Administrative/Professional | \$1,118,629 |
| Information Technology | \$ 105,370 |
| Clerical/Paraprofessional | \$ 548,041 |
| Auxiliary | \$ 367,495 |
| | |
| Subtotal – Implementation General Pay Increase | \$4,638,669 |
| | |
| Subtotal - Implementation/Equity Adjustments | \$ 784,347 |
| | |
| Total Cost Estimate | \$5,423,016 |

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 and will also provide a minimum 2% of the midpoint compensation increase to all employee groups.

Other Options

N/A