

2020-21 Salary Recommendations

June 9, 2020

SUMMARY:

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.

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

PREVIOUS BOARD ACTION:

The Board of Trustees have taken no action on this topic.

BACKGROUND INFORMATION:

The following are compensation recommendations for 2020-21:

- Increase the starting teaching salary to \$55,500. Provide an average 2.0% at midpoint general pay increase for all continuing teachers and librarians.
- This includes a 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.
- The Summary of Cost Estimates (attached document) addresses all other employee groups.

FISCAL IMPLICATIONS:

The employee groups general pay increase recommendations:

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| • 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 |

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

BENEFIT OF ACTION:

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

PROCEDURAL AND REPORTING IMPLICATIONS:

N/A

PUBLIC COMMENT RECEIVED:

N/A

ALTERNATIVES:

No alternatives are presented at this time

OTHER COMMENTS:

N/A

SUPERINTENDENT'S RECOMMENDATION:

The superintendent recommends a general 2% of the midpoint pay increase for all employees and the attached equity adjustments for certain employee groups.

STAFF PERSONS RESPONSIBLE:

Dr. Jamie Wilson, Superintendent of Schools
Dr. Richard Valenta, Deputy Superintendent
Dr. Robert Stewart, Assistant Superintendent, HR
Mr. Jason Rainey, Executive Director, HR
Dr. Scott Niven, Chief Financial Officer

ATTACHMENTS:

Market Districts; Distribution of Total Experience; 42 Step Teacher Schedule; Teacher Market Comparison Graphs; Summary of Cost Estimates for 2020-21.

APPROVAL:

Signature of Staff Member Proposing Recommendation: _____

Comments: _____

Signature of Divisional Assistant Superintendent: _____

Comments: _____

Signature of Superintendent: _____

Comments: _____