

2021-22 Salary Recommendation

June 8, 2021

SUMMARY:

This items requests approval for the DISD 2021-22 compensation plan. This recommendation will include two parts: a general pay increase for all employees and equity adjustments for other employees whose current salary is below the market median. The recommended general pay increase will be 2.0% of midpoint in each pay grade for all employees. Each teacher and librarian will receive a minimum \$1,250 general pay increase. Teachers and Librarians from step 11 through step 23 will receive additional pay due to market adjustments. This positively affects 2,352 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 has taken no action on this topic.

BACKGROUND INFORMATION:

The following are compensation recommendations for 2021-22:

- Increase the starting teaching salary to \$56,400. Provide an average 2% at midpoint general pay increase at minimum for all continuing teachers and librarians.
- This includes a minimum \$1,250 pay increase for all teachers and librarians with additional compensation for teachers and librarians on steps 11-23 of the teacher pay scale.
- The Summary of Cost Estimate (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 (\$1,250 minimum pay increase) |
| • Administrative/Professional | 2.0% of pay range midpoint |
| • Information Technology | 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:

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|-------------------------------|-------------|
| • Teachers, and Librarians | \$3,477,831 |
| • Administrative/Professional | \$1,056,558 |
| • Information Technology | \$ 111,835 |
| • Clerical/Paraprofessional | \$ 487,938 |
| • Auxiliary | \$ 221,289 |

Subtotal – Implementation General Pay Increase	\$4,883,670
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Subtotal - Implementation/Equity Adjustments	\$ 649,941
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Total Cost Estimate	\$5,533,611
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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 payrolls.

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 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; 25 Step Teacher Schedule; Teacher Market Comparison Graph; Summary of Cost Estimates for 2021-22.

APPROVAL:

Signature of Staff Member Proposing Recommendation: _____

Comments: _____

Signature of Divisional Assistant Superintendent: _____

Comments: _____

Signature of Superintendent: _____

Comments: _____