

2019-2020 Salary Recommendation

June 25, 2019

SUMMARY:

This item requests approval for the DISD 2019-20 compensation plan. This recommendation will include two parts: a general pay increase for all employees and equity adjustments for other employees. 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.

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 2019-20:

- Increase the starting teaching salary to \$54,300. Provide an average 4.5% at midpoint general pay increase for all continuing teachers, nurses, librarians and counselors.
- This includes a minimum \$1,600 pay increase for all teachers, nurses, and librarians with 1-5 years of experience and additional minimum compensation of \$2,960 for teachers, librarians, and nurses from steps 6-42+ on the teacher salary scale.
- The Summary of Cost Estimates (attached document) addresses all other employee groups.

FISCAL IMPLICATIONS:

The employee groups general pay increase recommendations:

- 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

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 meet the requirements of HB 3 compensation implementation for 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 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
- Ms. Debbie Monschke, Assistant Superintendent of Administrative Services

ATTACHMENTS:

Market Districts; 42 Step Teacher Schedule; Teacher Market Comparison Graph; Summary of Cost Estimates for 2019-20.

APPROVAL:

Signature of Staff Member Proposing Recommendation: _____

Comments: _____

Signature of Divisional Assistant Superintendent: _____

Comments: _____

Signature of Superintendent: _____

Comments: _____