

# 2018-2019 Salary Recommendation

June 12, 2018

## SUMMARY:

This item request approval for the DISD 2018-19 compensation plan. Backup information prepared by Ann Patton (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, nurse, and librarian will receive a minimum \$1,275 general pay increase. Teachers, Librarians, and Nurses between steps 8 and 21 will receive additional pay due to market adjustments. This positively affects 1,157 of our experienced teachers, librarians, and nurses.

## 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 2018-19:

- Increase the starting teaching salary to \$53,000. Provide a 2% at midpoint general pay increase for all continuing teachers.
- This includes a minimum \$1,275 pay increase for all teachers, nurses, and librarians with additional compensation for teachers, librarians, and nurses on steps 8 – 21 of the teacher scale.
- The Summary of Cost Estimates (attached document) addresses all other employee groups.

## FISCAL IMPLICATIONS:

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

- |                                       |  |
|---------------------------------------|--|
| • Teachers, Librarians & Nurses (RNs) | \$1,275 minimum pay increase (equals 2.0% of pay range midpoint) |
| • 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                                       |

**Subtotal - General Pay Increase** **\$4,291,729**

### Implementation of the following Equity Adjustments:

#### Teachers, Librarians, & Nurses (RNs)

Schedule adjustments in steps 8 - 21 \$ 233,138

#### Administrative/Professional

Adjustments to 0.5% pay range minimum \$ 4,883

Placement scale adjustments \$ 40,000

Equity with MA teacher rate \$ 31,623

2.0% of pay range midpoint increase to employees paid over range maximum \$ 1,889

#### Clerical/Paraprofessional

Adjustments to at least pay range minimum \$ 33,517

Placement scale adjustments \$ 24,771

2.0% of pay range midpoint increase to employees paid over range maximum \$ 5,364

Auxiliary

Adjustments to 0.5% pay range minimum	\$ 7,176
Placement scale adjustments	\$ 24,771
2.0% of pay range midpoint increase to employees paid over range maximum	\$ 2,590

**Subtotal - Implementation/Equity Adjustments \$ 385,658**

**Total Cost Estimate \$ 4,677,387**

**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
- Ms. Debbie Monschke, Assistant Superintendent of Administrative Services

**ATTACHMENTS:**

Market Districts; 42 Step Teacher Schedule; Teacher Market Comparison Graph; Summary of Cost Estimates for 2018-19.

**APPROVAL:**

Signature of Staff Member Proposing Recommendation: \_\_\_\_\_

Comments: \_\_\_\_\_

Signature of Divisional Assistant Superintendent: \_\_\_\_\_

Comments: \_\_\_\_\_

Signature of Superintendent: \_\_\_\_\_

Comments: \_\_\_\_\_