

Executive Summary

Prepared for Board of Trustees Meeting

June 12, 2018

Discussion of 2018-2019 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 summary will provide the Board of Trustees with information regarding salary increases to DISD staff for the 2018-2019 school year. Backup information prepared by Ann Patton (Texas Association of School Board's Senior Compensation Consultant) is attached for your review. The proposed 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.

Objectives

- Increase the starting teaching salary to \$53,000. Provide a 2% at midpoint general pay increase for all continuing teachers.
- 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.
- Cost Estimates (attached document) addresses all other employee groups

Operational Impact

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

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| • 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**

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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