

# 2019-2020 Compensation Recommendation

## FAQ

### Is HISD recommending a salary increase for employees for the 2019-2020 school year?

We are recommending a \$64 million compensation package that would increase salaries for all employees by at least 3.5 percent.

### What does this mean for me?

All employees will receive a salary increase of at least 3.5 percent, with some employee groups receiving a differentiated increase. See Appendix 1 on Page 2 for details.

- **Teachers, nurses, librarians, counselors, assistant principals, deans, and elementary school principals:** Increases will be 3.5 to 8 percent, differentiated based on years of experience. *Example: A teacher with four years of experience would receive a 4 percent increase, which equates to a \$2,101 annual increase. See chart below for more information.*

	Annual salary (4-year teacher)	Gross salary per pay period	Net salary per pay period	Gross increase per pay period	Net increase per pay period
2018-2019	\$52,530	\$2,020.38	\$1,318.95	N/A	N/A
2019-2020 (Proposed)	\$54,631	\$2,101.19	\$1,382.95	\$80.81	\$64

- **Bus drivers:** All drivers will earn a minimum of \$18 per hour. Drivers who already make \$18 per hour, will receive a \$1.35 increase.
- **All other employees:** All other employees will receive a 3.5 percent increase. This applies to all other salary and hourly employees, including police officers, and cafeteria and custodial staff.

### How will the district pay for the salary increases?

The Texas Legislature recently passed the sweeping school finance reform, which provides the district with an additional \$135 million for the 2019-2020 school year. About 42 percent of that money — or \$57 million from the general fund — is being used to pay for salary increases.

### Why can't we spend the remaining money on raises?

Of the \$78 million remaining, \$35 million is being used to cover the district's existing budget deficit, \$32 million has been earmarked to ensure compliance with state requirements related to bilingual and at-risk student funding, and \$11 million has been set aside for necessary programmatic increases, including school safety and special education.

### How did the district decide upon the current compensation recommendation?

Our goal is to attract and retain highly qualified employees by providing competitive compensation and a healthy work environment. We also believe all employees are valuable and contribute to student success. Our priority is to ensure all employees — some of whom have not received raises in several years — are rewarded with a salary increase. This recommendation allows us to more substantially address critical areas while still providing a minimum increase for all others.

### Why is the district recommending a differentiated structure for teachers?

House Bill 3, which provided the structure for school finance reform and teacher compensation increases, put special emphasis on more experienced teachers, noting that their compensation should be differentiated.

### Why not allocate more money for raises?

The proposed compensation package allows us to provide a salary increase to all employees while also submitting a balanced budget for the 2019-2020 school year. We are continuing to review our finances, as well as the impact that House Bill 3 may have on them. As we get more clarity on the new legislation, we hope to be able to address this issue again later this fall.

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### Why aren't you recommending a \$15 hourly minimum wage?

During the past three budget cycles, our focus has been to provide a raise to the lowest-paid employees by increasing the minimum wage twice — from \$8.25 to \$10 in 2015 and again to \$12 in 2017. This year, we studied the \$15 minimum hourly wage and determined it would cost \$18 million without a graduated increase for employees who already make \$15 per hour. Funding such a measure would result in a significant budget deficit and create salary compression amongst employees.

### When will we know if this recommendation is approved?

This recommended compensation package was presented to the HISD Board of Education during their June meeting on Tuesday, June 18, 2019. Trustees are expected to vote on the issue during a meeting scheduled for Thursday, June 27.

### Appendix 1

EMPLOYEE GROUP	YEARS EXPERIENCE	RAISE % OR AMOUNT	AVERAGE \$ RAISE
Bus Drivers Minimum Pay \$18 an hour		\$18/hour	
Teachers, Nurses, Librarians, Counselors, Evaluation Specialists, and Teacher Other*	0-3	3.5%	\$1,839
Teachers, Nurses, Librarians, Counselors, Evaluation Specialists, and Teacher Other*	4-5	4.0%	\$2,111
Teachers, Nurses, Librarians, Counselors, Evaluation Specialists, and Teacher Other*	6-9	5.0%	\$2,720
Teachers, Nurses, Librarians, Counselors, Evaluation Specialists, and Teacher Other*	10-19	6.0%	\$3,414
Teachers, Nurses, Librarians, Counselors, Evaluation Specialists, and Teacher Other*	20-24	7.0%	\$4,294
Teachers, Nurses, Librarians, Counselors, Evaluation Specialists, and Teacher Other*	25+	8.0%	\$5,432
All Assistant Principals & Deans and Elementary Principals	0-3	3.5%	
All Assistant Principals & Deans and Elementary Principals	4	4.5%	
All Assistant Principals & Deans and Elementary Principals	5+	5.0%	
Middle & High School Principals		3.5%	
All Other Employees		3.5%	

\* **Teacher Other Groups:** Registrars, Speech Therapists, Teacher Specialists, Coordinators, Chair-Special Education, Dyslexia Interventionist, Literacy Coach