



## 2019-20 Katy ISD Pay Increase - Frequently Asked Questions

### Advanced degree stipend for teachers

The new Advanced Degree stipend for teachers will be for a Master or Doctorate degree. This stipend is set at \$1,200, which is the current market rate for an advanced degree stipend.

Any teacher that was on the previous Master and Doctorate stipend scale will be grandfathered and will receive the previous stipend amount. The 2019- 2020 Teacher Hiring Schedule posted to the website does not include the stipend columns as it has in the past. Advanced degree stipends will be in addition to the posted hiring schedule.

### 4% (guaranteed) pay increase for all teachers

All teachers will receive a pay increase of \$2,475— this is a 4 percent increase based on the mid-point of the 2018-19 Teacher Hiring Schedule.

### 4% (guaranteed) pay increase for all other employees

All other employees will receive a 4 percent pay increase based on the mid-point of their pay grade in the 2018-19 Pay Ranges Schedule.

### Two additional 1% lump sums for all teachers and employees

All returning staff employed during the 2018-19 school year will receive a 1% lump sum payment in August, while returning AND new employees will receive an additional 1% lump sum payment in December. The 1% lump sum payments are calculated from the mid-point of the Teacher Hiring Schedule or the employee's pay grade (for non-teachers).

For teachers, the mid-point for the 1% lump sum equals \$635. A returning teacher can expect a total compensation increase of \$3,745 (which is inclusive of the 4% pay increase). This does not include the attendance-based performance incentive that will be available to teachers.

### How pay increases are calculated

Raises are calculated based on the mid-point of an individual job category. The mid-point of the Teacher Hiring Schedule for the 2018-19 school year continues to be set at year 20. That salary amount for year 20 was \$61,830 during the 2018-19 school year. Four percent of the 2018-19 year 20 salary amount is \$2,475.

### Why is the starting salary \$55,200?

There is a competitive market for new teachers. It is important to establish starting salaries which are competitive within current market rates. The starting salary of \$55,200 is within the market range for beginning teachers in the Houston area.

## Attendance-based performance incentive for classroom teachers and classroom paraprofessionals

The District is currently developing the parameters for the attendance-based performance incentive. These parameters will be communicated to teachers and campus principals by the end of July. Classroom teachers and instructional paraprofessionals with perfect attendance will earn the maximum amount of \$1,200 (i.e. approximately 2% of the mid-point). Teachers with less than perfect attendance will have the opportunity to earn a portion of the incentive based on individual attendance.

## Why does the District use the mid-point to determine pay increases?

The mid-point of a salary range serves as a control point for salary increases. This provides a structure for the district to determine the impact on the budget; furthermore, it allows all teachers within a pay range to grow at an equal pace.

## Why did the District change the old pay structure to the new pay structure?

Goal 5 of Katy ISD's Strategic Design states that, "Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention." Goal 5.1 adds that Katy ISD will "sustain a comprehensive, equitable compensation benefit plan for all employees." With these goals in mind, the district employed the services of the Texas Association of School Boards (TASB) to perform a pay system review for Katy ISD. This review was requested to ensure Katy ISD's market competitiveness. TASB reviewed our pay system in its entirety with the following objectives in mind:

- Evaluate competitive market prices
- Determine whether employees are being paid within an appropriate market range
- Determine whether jobs are placed correctly in the pay structure
- Build or align district pay structures with the competitive job market

Following the pay system review, TASB proposed the changes that have been incorporated into the new pay structure. These recommendations ensure a competitive market and equitable pay system for all Katy ISD employees.

## When will employees receive salary notifications?

As per past practice, all employees will receive a salary notification in the beginning of September.