



FOR IMMEDIATE RELEASE

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Gregory-Portland Independent School District

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G-PISD Board of Trustees approve Pay Raises and Retention Stipends for all Teachers and Staff

The Gregory-Portland ISD Board of Trustees approved pay raises and retention stipends for all teachers and staff at a regular meeting on July 26, 2021. Pay adjustments include a 3% increase for teachers, and each full-time employee will receive \$2,500 in retention stipend pay during the next school year (with part-time employees receiving \$1,250). G-PISD will invest \$1.5 Million for pay increases this year, and nearly \$1.9 Million for retention stipends from the district's federal ESSER III fund allotment.

"There is no greater investment we can make as an organization than to strategically and intentionally support the hard-working employees who make a difference for our students," said Superintendent Dr. Michelle Cavazos. "Our team recommended this increase, and retention stipend plan, to the school board after thorough review of current district funding sources and active preparation for this year's budget that includes these changes we were able to make with current revenue.

"We also conducted a survey this summer that invited students, families, staff, and community members to tell us how they wanted to see federal ESSER dollars spent in our district. The results were clear among respondents that employee retention was a high priority, and therefore some ESSER funds will be used this year to provide retention stipends." Dr. Cavazos said the district is also continuing to streamline internal processes and prepare as much as possible for projected state budget shortfalls during the next few years as a result of the COVID-19 pandemic. "Last year, department budgets were being cut by 4%, and this year we are aligning systems and shifting to address student needs based on priority, enrollment, interest, progress measuring, and public feedback."

The G-PISD School Board heard a financial report during Monday's meeting, and then voted unanimously (7-0) to provide pay raises for all employees. When a subsequent opportunity to vote followed to provide a retention stipend, the board approved with another unanimous (7-0) decision. Board President Victor Hernandez said the board is thankful for the work of district employees, especially through the COVID-19 pandemic. "The monumental work of our teachers and staff should be commended, and we are extremely thankful to serve a district where we've been able to award pay increases for many consecutive years. We realize that may not always be the case due to state legislation and the long-term effects of the 'Robin Hood' law—which will eventually require our district to send millions back to the state on an annual basis—so, we intend to consider opportunities to support teachers and staff whenever possible."

In addition to teacher pay increases, clerical/technical and auxiliary staff will receive an increase of \$1.25 per hour, and bus driver pay will increase from \$22 to \$24 per hour. Academic and athletic stipends were adjusted to meet or exceed median pay for 5A and 6A districts. Student worker pay will be increased from \$7.25 to \$12 per hour. Administrators will receive a 3% raise from the midpoint of their salary schedules.

The approved salary investment will be part of the district's 2021-22 budget, slated for adoption in August. All increases will be reflected in district pay beginning on or before September 24th, 2021. The ESSER-funded retention stipend will be divided into three installments for those actively employed as of September 10, 2021, and who remain actively employed with the district through the end of the school year. For full-time employees receiving a total of \$2,500, the first installment of \$1,250 is scheduled to be paid in September, followed by \$625 in December 2021 and \$625 in May 2022. (Part-time installments will be scheduled along the same timeline, with half the installment amounts as compared to full-time employees.)

ATTACHED: Teacher Salary Schedule – 2021-22

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