



**Gregory-Portland Independent School District**

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**G-PISD School Board approves Pay Raises, Retention Stipends, and a First-Year Teacher Salary of \$60,000 for 2022-23**

The Gregory-Portland ISD Board of Trustees approved an investment of \$1.7 Million for significant adjustments to the teacher pay scale, as well as pay raises and retention stipends for all teachers and staff at a regular meeting on June 13, 2022. Pay adjustments will include raising the first-year teacher salary to \$60,000 per year (from \$58,000 on the current scale).

The Board also approved a 3% pay increase for all other full-time teachers and administrators, and an increase of up to \$1.50 per hour within each pay grade for all hourly technical/clerical and auxiliary employees. Bus driver pay will be increased to \$25.50 per hour (from \$24 in the current year). Those employed with the district as of September 9, 2022, will also be eligible for a retention stipend totaling \$1,800 for each full-time employee (and \$900 for part-time employees) from the district's temporary ESSER III federal fund allotment.

"Our teachers and staff work extremely hard and they are truly exceptional," said Superintendent Dr. Michelle Cavazos. "We aim to ensure we continue to take care of them especially in light of economic changes that are affecting family budgets with rising grocery and fuel costs, as well as other costs of living increases. Therefore, our team brought a series of pay and retention adjustments to the School Board with these considerations in mind, and also with the realization that our district's current financial situation is incredibly unique.

"Due to industrial growth affecting our tax base in G-PISD, we have a window of time where we can provide substantial pay increases and other financial support for our employees. I'd anticipate with many years of continued and substantial increases, these adjustments may vary some in future years to ensure we continue to operate within our means for the long term."

Brandon Chandler, Chief Human Resources Officer, said that many years of consecutive pay increases like these have made G-PISD among the highest-paying school districts in the Coastal Bend. "Our goal is to stay competitive, and provide all that we can for our employees," Chandler said. "In addition to pay increases, our School Board also approved an increased contribution of \$325 per month toward employee insurance. This amount is currently \$250, and with the adjustment G-PISD will now exceed the state contribution average of \$320."

Board President Tim Flinn spoke on behalf of the board after the meeting, stating Trustees are thankful for G-PISD teachers and staff. "You won't find a more hard-working or talented team anywhere in the state, and we are proud to have them serving our students," he said. "We understand we might not always have the resources to provide pay increases like these, so we're moving forward while we can to make sure that our students continue to have what they deserve – the best of the best teachers and staff we can find to support each and every one of them. Part of keeping them here is taking care of them, and that's what we intend to do in G-PISD."

The approved salary investment will be part of the district's 2022-23 budget, slated for adoption in August. All increases will be reflected in district pay beginning on or before September 20<sup>th</sup>, 2022. The ESSER-funded retention stipend will be divided into three installments for those actively employed as of September 9, 2022, and who remain actively employed with the district through the end of the school year.

**ATTACHED:** [Teacher Salary Schedule – 2022-23](#)

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