

Strategic Plan | Specific Result Report

Goal 5 Action Plan Year 3 Priorities – 2019-2020

Goal 5:

Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Specific Result:

5.1 Sustain a comprehensive, equitable compensation benefit plan for all employees.

Summary Report:

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 the District's current pay system in its entirety with the following objectives in mind:

- Evaluate competitive market prices;
- Determine whether Katy ISD employees are being paid within an appropriate market range;
- Determine whether Katy ISD positions have been placed correctly in the existing District pay structure;
- Build or align District pay structures with the competitive job market.

Following the pay system review, TASB's proposed changes were incorporated into a new District pay structure. The new pay structure provides for a competitive and equitable pay system across the District's compensation plans.