Katy Independent School District

## Strategic Plan | Specific Result Report

**Goal 5 Action Plan Year 1 Priorities – 2022-2023**

**Call to Action:**

Katy ISD learners, through active engagement, achieve individual success while making positive contributions in an ever-changing world.

**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:**

5.3 Katy ISD will implement a compensation plan that exceeds the market median for classroom teachers.

**Summary Report:**

This past school year, the Katy ISD Human Resources Department staff conducted extensive research on teacher salary markets across the state and region to ensure the district remains competitive with its compensation for instructional staff. As approved by the Board of Trustees in the Katy ISD 2022-2023 compensation plan, classroom teachers received a 5% raise for the 2022-2023 school year. This raise set Katy ISD beginning teacher pay at $60,700. This salary is 102% of, or $1,300 above, the market median for Region 4. The following is a breakdown of five, ten, fifteen, and twenty years of service comparisons to the Region 4 market median for teacher salary:

- Five Years of Service 102.5% of market $1,525 above market
- Ten Years of Service 102.7% of market $1,711 above market
- Fifteen Years of Service 102.8% of market $1,825 above market
- Twenty Years of Service 102.9% of market $1,937 above market