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**Gregory-Portland Independent School District**

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**G-PISD School Board approves Pay Raises for All Employees  
and a First-Year Teacher Salary of \$61,500 for 2023-24**

The Gregory-Portland ISD Board of Trustees approved an investment of \$1.1 Million in pay raises for all teachers and staff at a regular meeting on July 24, 2023. Pay adjustments will include a 2% salary increase from the mid-point for teachers, nurses, and librarians. The first-year teacher salary will increase to \$61,500 per year at G-PISD (from \$60,000 on the current pay scale). The Board also approved an increase of \$0.50 per hour within each pay grade for all hourly technical/clerical and auxiliary employees (which is an average/approximate 2% increase), and a 1% increase from the mid-point for administrators.

“We are incredibly proud of our exceptional team here in G-PISD and thankful for our board’s support of our district’s recommendation to approve pay raises this year,” said Superintendent Dr. Michelle Cavazos. “The largest portion of any school district budget is salaries, usually between 80 to 85 percent based on the state average. G-PISD’s salaries currently account for 93 percent of our annual budget. These salaries are paid from local Maintenance & Operations (M&O) revenue and cannot be paid from bond revenue – so funding is limited based on the state-mandated funding formula allowable for schools.”

Dr. Cavazos said that using a large portion of the budget for salaries allows the district to recruit and retain highly qualified teachers and staff for students, yet also poses a challenge over time. “We absolutely wish we could pay our employees so much more, though we are bound to constraints as mentioned,” she said. “In light of that fact, we are extremely appreciative of our board and community for their support as we continue to strive to do what we can within our means as a district going forward.”

The district’s Assistant Superintendent for Business-Finance & Operations, Dr. Ismael Gonzalez III, also expressed gratitude to the board and emphasized the need for a continuous review of long-term compensation options. “This school year, we’ll be working with some of our teachers and staff across the district to share financial information about G-PISD and determine what is possible for our employees in the future,” he said. “We are already the highest paying district in the region by a high margin, and we know that we cannot always provide high salary increases because annual expenditures will continue to exceed revenue. We’re working to keep moving forward and doing what is best for everyone while being strategic to keep us financially stable as a district.”

Dr. Gonzalez cited recapture requirements for school districts under “Robin Hood” law (Texas Education Code (TEC) Chapter 49), noting that G-PISD will be paying millions in recapture to the state in the near future. “We have already made payments back to the state from our local revenue upwards of \$500,000 in the last year,” he said. “That’s about half of the investment it took to provide raises this year, and as those payments increase, we have to closely monitor our expenditures to ensure we are able to operate for the long term – which is, also, in the best interest of all of our valued employees.”

Board President Tim Flinn said Trustees are grateful for G-PISD teachers and staff and echoed the sentiment from Dr. Cavazos: “We always hope we could do more, yet we will strive to do what we can – when we can,” he said. “Here in G-P, we take care of our own and that begins with everyone serving our students and investing their trust in us as a district. We’ve approved raises at the highest levels for many years so that our salaries could be among the most competitive and we’re proud to say we’ve achieved that goal.” The approved salary investment will be part of the district’s 2023-24 budget, slated for adoption in August. All increases will be reflected in district pay beginning on or before September 20<sup>th</sup>, 2023.

**ATTACHED:** [Teacher Salary Schedule – 2023-24](#)

