



FOR IMMEDIATE RELEASE

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Gregory-Portland Independent School District

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G-PISD Board of Trustees Approve Highest Overall Salary Increase for Teachers & Staff in District History
- w/ No Change to Tax Rate -

Some of the highest-paid teachers in the Coastal Bend are employed at Gregory-Portland ISD, where last week the district's Board of Trustees approved raises including a significant \$3,000 boost in annual salary for tenured educators with 14 or more years of experience, as well as substantial pay increases across the system totaling more than \$1.7 Million invested to reward teachers and staff this year.

G-PISD's starting salary for first-year teachers is now set at \$52,284 – a \$1,900 increase from the previous year. Teachers who have between 1 and 9 years' experience are receiving a \$2,100 increase, and those with between 10 and 13 years are receiving a \$2,500 increase.

Clerical, Technical and Auxiliary staff were approved for a raise at 3 percent of the midpoint in their pay grade, with an additional \$0.50 per hour increase for tenured employees with 6 or more years' experience. (This adjustment follows last year's \$2.00 per hour increase in these pay grades, which include those in food service, maintenance/grounds, custodial and transportation departments.) Administrators will receive a raise at 3 percent of the midpoint in their respective pay grades.

"We are providing the most substantial increase in the history of this school district, and strategically adjusting salaries so that pay remains equitable for all," said Superintendent Dr. Paul Clore. "This year, in addition to raises we're adjusting pay for tenured educators and staff. We want them to know we appreciate their loyalty and commitment to this school district, and that their experience is highly valued.

"Because of the way our complicated school finance system works, school districts across the state are not always able to provide salary increases. That is why it's important for us to do what we can, when we can. G-PISD takes a very conservative approach to fiscal management, and as a result, we've been able to provide employee raises for more than 16 years. That's important to us because the best investment we can make is in our teachers and staff."

Board Members approved all salary increases with a 6-0 vote at the regular meeting on July 30, 2018. All increases will be reflected in district pay beginning on or before September 20th.

"Our Board has been very generous in approving salary increases," said Dr. Clore. "We are grateful to have their leadership and support so that G-PISD can remain among the highest-paying school districts in our region, and be competitive among comparable districts across the state."

While salaries will increase, the district also plans to maintain its current tax rate, with \$1.17 for Maintenance & Operations (M&O) and \$0.18 debt service (I&S), for a total of \$1.35 (per \$100 valuation). Board members will have the opportunity to approve an annual budget at an upcoming meeting in August.

ATTACHED: Teacher Salary Schedule – 2018-19
G-PISD Tax Rate History – Last 10 Years

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GREGORY-PORTLAND INDEPENDENT SCHOOL DISTRICT
SALARY SCHEDULE*
TEACHERS, NURSES and LIBRARIANS
2018-2019

YEARS OF EXPERIENCE	STATE MINIMUM	BACHELOR'S DEGREE	MASTER'S DEGREE
0	\$28,080	\$52,284	\$53,284
1	\$28,690	\$52,484	\$53,484
2	\$29,290	\$52,494	\$53,494
3	\$29,890	\$52,504	\$53,504
4	\$31,170	\$52,514	\$53,514
5	\$32,440	\$52,524	\$53,524
6	\$33,720	\$52,834	\$53,834
7	\$34,900	\$52,844	\$53,844
8	\$36,020	\$53,354	\$54,354
9	\$37,080	\$53,364	\$54,364
10	\$38,080	\$53,834	\$54,834
11	\$39,020	\$54,404	\$55,404
12	\$39,930	\$54,474	\$55,474
13	\$40,760	\$54,544	\$55,544
14	\$41,560	\$55,114	\$56,114
15	\$42,310	\$55,184	\$56,184
16	\$43,030	\$55,254	\$56,254
17	\$43,700	\$55,324	\$56,324
18	\$44,340	\$55,844	\$56,844
19	\$44,940	\$56,164	\$57,164
20	\$45,510	\$57,334	\$58,334
21	\$45,510	\$58,304	\$59,304
22	\$45,510	\$59,274	\$60,274
23	\$45,510	\$60,194	\$61,194
24	\$45,510	\$61,114	\$62,114
25	\$45,510	\$61,884	\$62,884
26	\$45,510	\$62,654	\$63,654
27	\$45,510	\$63,474	\$64,474
28	\$45,510	\$64,094	\$65,094
29	\$45,510	\$64,914	\$65,914
30	\$45,510	\$65,134	\$66,134

* This salary schedule is for the 2018-19 school year only. Salaries paid to employees in prior years and salaries paid in future years cannot be established from a review of this schedule. This schedule establishes minimum levels of compensation only. Actual compensation may vary based on an individual's specific qualifications and assignment.

It is the policy of Gregory-Portland ISD not to discriminate on the basis of race, color, national origin, sex, handicap or age in its employment practices as required by Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972; the Age Discrimination Act of 1975, as amended; and Section 504 of the Rehabilitation Act of 1973, as amended. Gregory-Portland ISD will take steps to assure that lack of English language skills will not be a barrier to admission and participation in all educational and vocational programs. For information about your rights or grievance procedures contact:

Es norma de distrito escolar de Gregory-Portland no discriminar por motivos de raza, color, origen nacional, sexo, impedimento, o edad, en sus procedimientos de empleo, tal como lo requieren el Título VI de la Ley de Derechos Civiles de 1964, según enmienda; el Título IX de las Enmiendas en la Educación, de 1972, la ley de Discriminación por Edad, de 1975, según enmienda, y la Sección 504 de la Ley de Rehabilitación de 1973, según enmienda. El distrito escolar de Gregory-Portland tomará las medidas necesarias para asegurar que la falta de habilidad en el uso del inglés no sea un obstáculo para la admisión y participación en todos los programas educativos y vocacionales. Para información sobre sus derechos o procedimientos para quejas, comuníquese con:

Title IX Coordinator: Assistant Superintendent, 608 College Street, Portland, TX 78374 (361) 777-1091
Section 504 Coordinator: Special Programs Director, 608 College Street, Portland, TX 78374 (361) 777-1091



Gregory-Portland ISD Tax Rates

- Last 10 Years -

Year	M&O Rate	I&S Debt Service Rate	Combined (Total) Rate
2008	1.04	.32	1.36
2009	1.17	.19	1.36
2010	1.17	.19	1.36
2011	1.17	.20	1.37
2012	1.17	.20	1.37
2013	1.17	.18	1.35
2014	1.17	.18	1.35
2015	1.17 1.12	.18	1.35 1.30
2016	1.17	.18	1.35
2017	1.17	.18	1.35
2018	1.17	.18	1.35

*In 2015, a state-mandated change to the funding formula automatically lowered the M&O tax rate from \$1.17 to \$1.12. In 2016, the rate was restored.