



**FOR IMMEDIATE RELEASE**

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## **Gregory-Portland Independent School District**

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### **G-PISD Board of Trustees Approve Pay Raises for All Teachers and Staff amid ongoing response to the COVID-19 Pandemic**

The Gregory-Portland ISD Board of Trustees approved pay raises for all teachers and staff, including a 3% increase for teachers, at a regular meeting on July 27, 2020. Salary adjustments also included an increase in substitute teacher pay from \$95 to \$105 per day, an increase for bus drivers from \$21 to \$22 per hour. G-PISD will invest nearly \$1 Million for increases this year.

“It’s no secret that teachers and staff in our schools work hard every school year, but *this* year they are really going above and beyond for families,” said Superintendent Dr. Michelle Cavazos. “They’ve done a marvelous job completely re-envisioning how learning can be achieved in a safe manner, and shown their resolve to adapt to constantly changing guidelines and requirements as they are received from the state. We strive to do all that we can for our G-P team because of all they do for our students, and we are thankful to have a supportive school board who approved this recommendation for our employees.”

While pay raises were approved for this year, the district is also taking active measures to address state budget shortfalls projected for the next few years due to the COVID-19 pandemic. Cavazos said department budgets are being cut by 4% for the coming year, and the district is making strategic decisions to prepare as much as possible. “For example, through attrition —carefully evaluating positions when someone retires or leaves the district— so that we can determine whether a position should be posted, responsibilities re-shifted, or if we can re-design how we operate to be more efficient.

“With state-driven funding formulas and the changing economic landscape, especially in light of COVID-19, school districts cannot always provide annual pay raises. However, we will make every effort to do so when it is possible. We are thankful we were able to do so this year.”

The G-PISD School Board heard a financial report during Monday’s meeting, and then voted unanimously (7-0) to provide pay raises for all employees. “We understand there may be changes at the state level that could affect all school districts in the coming years, and we may not always be able to provide raises in the future ... but our teachers and staff deserve this for all the hard work they are doing right now – and we’re glad to provide it for to them,” said Board President Victor Hernandez.

In addition to increases for teachers, substitutes, and bus drivers, all clerical/technical and auxiliary staff will receive a 3.5% pay increase. With this adjustment, the minimum pay rate for hourly staff will increase from \$11.64 to \$13.00 per hour, and the minimum pay rate for clerical/technical hourly staff will increase from \$12.92 to \$15.00 per hour. Also, the pay rate for substitute auxiliary staff has been increased from \$11 to \$12 per hour.

Administrators will receive a 3% raise from the midpoint of their salary schedules. The approved salary investment will be part of the district’s 2020-21 budget, slated for adoption in August. All increases will be reflected in district pay beginning on or before September 20<sup>th</sup>, 2020.

**ATTACHED:** Teacher Salary Schedule – 2020-21  
Substitute Pay Rates – 2020-21

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