



FOR IMMEDIATE RELEASE

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HISTORIC PAY RAISES APPROVED FOR BELTON ISD EMPLOYEES

The Belton ISD Board of Trustees vote to add an additional \$4.8 million to district salaries in the 2019-2020 compensation plan.

BELTON, TX – During tonight’s Belton ISD school board meeting, trustees approved a compensation plan for the 2019-2020 school year that included \$4.8 million in raises for district employees, with a significant majority of that funding, close to \$4.3 million, going to non-administrative positions.

“From the nutrition services worker to the classroom teacher, our employees are making a difference in the lives of our kids each day,” said Board President Sue Jordan. “As a board, we are proud of the thoughtful and fiscally sound way the administration has addressed what will be the most significant investment in Belton ISD’s employee compensation plan in recent history.”

The approved compensation plan provides teacher pay increases ranging from \$3,200 to \$5,190 based on years of experience, representing an average increase of 6.5%. Beginning teacher salaries in Belton ISD increased by \$2,900 to \$50,200.

Paraprofessional and auxiliary employees, such as custodians and school nutrition workers, will receive a 6% increase on the midpoint of their salary. Other professional and administrative employees will receive a 4% increase on the midpoint of their salary.

As a part of the compensation plan, the district will pay more for employees’ monthly health insurance premiums, increasing the district’s contribution to \$400 per month.

“I’d like to thank our employees for their patience this summer,” said Superintendent Dr. Susan Kincannon. “While we typically recommend salary increases in June, we needed additional time to study HB3 this year in order to ensure a solid understanding of the new requirements set forth by the Texas Legislature. We were pleased to have presented our board with a compensation plan that meets the priorities laid out in HB 3 for increasing and differentiating pay for teachers with more than five years of experience. “

“Throughout this year’s lengthy planning process, we determined that salary increases for paraprofessionals and educational aides should also be a priority for the district,” described Assistant Superintendent of Human Resources Todd Schiller. “These employees play an important role in meeting the needs of our students. We are pleased that the board approved the recommended increases.”

The board's action to provide raises to employees is, in part, due to the district's longstanding commitment to maintaining a competitive salary system that supports the recruitment and retention of quality employees.

Belton ISD's 2019-2020 compensation plan exceeds requirements established by the Texas Legislature in House Bill 3 by investing over \$1 million more than the law requires in employee salaries.

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