## **AUSTIN ISD 2019-2020 COMPENSATION INCREASE**

## **FREQUENTLY ASKED QUESTIONS­**

**WHAT IS THE COMPENSATION INCREASE?**

The Texas Legislature has approved House Bill 3, which overhauls the state’s public education finance system. This means that additional funding is being allocated to Austin ISD, and the district has committed to investing part of that funding to increase pay for staff.

**WHICH EMPLOYEES WILL RECEIVE THE RAISE?**

Regular employees working in benefits-eligible positions, employed at least 50% are eligible for the raise.

* 7% compensation increase for teachers, counselors and librarians with more than five years of experience.
* 6% compensation increase for all other staff.
* An annual stipend increase of $1000 for bilingual teachers who serve bilingual students in a district-designated bilingual or dual language classroom. Annual bilingual stipend for this group will now be $3500.
* An annual stipend increase of $500 for special education teachers who serve special education students in a district-designated special education program. Special education stipends for this group will be a total of $1500 annually.

**WHICH EMPLOYEES WILL NOT RECEIVE THE RAISE?**

* Temporary-hourly, substitute or contract employees are not eligible for the raise.
* School nurses are not employed by Austin ISD, and are instead funded via a partnership with a third-party and are not eligible for the raise.

**WHEN WILL I SEE THE RAISE ON MY PAYCHECK?**

Although these increases will go into effect for all employees for the 19-20 school year, time is needed for thorough and correct implementation of new pay rates.

* Monthly employees should expect to see the raise reflected in their **regular September check**.
* Biweekly employees should expect to see the raise in their **September 20th biweekly check**.
* This check will also include retroactive pay from the employee’s position start date for the 19-20 school year*.*
* Unlike one-time payments, compensation increases will be spread across employee pay periods for the 19-20 school year.