

Alief ISD releases 2023-2024 compensation plan with salary increases

HOUSTON, TEXAS, USA, July 26, 2023

/EINPresswire.com/ -- During its recent Regular Meeting, the [Alief ISD](#) Board approved a 2023-2024 compensation plan with pay raises of 3% of midpoint for eligible staff, with greater increases for specified pay grades within manual trades, clerical and instructional categories as indicated below.

"Teachers and staff are the foundation of the important work we do in Alief ISD," said Alief ISD Board President Dr. Darlene Breaux. "As we looked at our financial priorities for the budget year, it was important to the Board that we honor the staff's hard work and commitment to our students, and allocating funds for a raise was imperative to our continued success."

This 3% increase of midpoint results in every teacher receiving an additional \$2,000 per year. The starting salary for teachers will rise to \$62,000.

The district also made their lowest-paid employees a priority by designing a compensation plan that addressed market competitiveness and a more equitable pay structure. For non-teacher-scale positions, the increase is calculated similarly: the raise percentage is applied to the midpoint of a scale, and then everyone in that scale receives the same dollar amount raise. The following non-teacher pay grades will receive an 8% of midpoint increase:

Pay Grade:

MT01-MT02

Custodians, groundskeepers, etc.

MS01-MS02

Bus attendants, crossing guards, etc.

CSP1-CSP2



Dr. Anthony Mays, Alief ISD
Superintendent

Receptionists, aides, clerks, etc.
ISP1-ISP3
Clinic, instructional & special education
aides, hall monitors, etc.

Food Service compensation will match the information above except that pay grades MT01-MT03 personnel who are scheduled to work 200 days or less will be restructured, increasing their pay grades to receive a minimum of an 11% of current midpoint increase. All other Food Service personnel increases will be 3% of midpoint.

Additional highlights of the compensation plan include:
The salary placement schedules for those on the P1T (teacher), P1L (librarian), P1N (nurse), and P1O (other instructional) schedules are adjusted to increase salaries for some experience levels to ensure differentiation between each year of experience (only affects select years of experience).

In addition to the permanent raise discussed above, the Board previously approved several one-time supplements. Eligible employees will receive one-time supplements for which they qualify per the chart below:

One Time Supplements to be paid 9/30/23
Retention (All qualifying returning employees) - \$1,500
Additional retention supplements for:
Certified teachers - \$2,000
Associate teachers - \$1,000
Paraprofessional/manual trades - \$1,000

Recruitment (new employees)
Certified teachers - \$2,500
Bilingual/Sped Self Contained Teachers - \$3,000
Associate Teachers - \$500

“The teachers and staff in Alief ISD are the hardest working group of educators I’ve ever had the honor of working alongside,” said Dr. Anthony Mays, Alief ISD Superintendent of Schools. “We

The infographic is a white rectangular box with a green border. At the top, it says "ALIEF ISD VALUES OUR" in green, with "teachers & staff" in a yellow script font below it. The middle section is divided into two columns: the left column says "STARTING TEACHER SALARY" in yellow above "\$62,000" in large green font; the right column says "3%" in large green font above "MIDPOINT INCREASE FOR ALL ELIGIBLE STAFF" in yellow. Below this, the text "OTHER ELIGIBLE EMPLOYEES OF THE ALIEF ISD FAMILY:" is in yellow, followed by a bulleted list: "8% of midpoint increase for specific non-professional pay grades" and "11% of midpoint increase for specific non-professional food service staff". To the right of the list is the Alief logo (a green triangle above the word "Alief" in green) and the text "Independent School District THE SMART CHOICE" in green. At the bottom, a green banner contains the text "THANK YOU, ALIEF ISD SCHOOL BOARD!" in white. Below the banner, it says "Alief ISD releases 2023-2024 compensation plan with salary increases" in black.

ALIEF ISD VALUES OUR *teachers & staff*

STARTING TEACHER SALARY

\$62,000

3%

MIDPOINT INCREASE
FOR ALL ELIGIBLE STAFF

OTHER ELIGIBLE EMPLOYEES OF THE ALIEF ISD FAMILY:

- 8% of midpoint increase for specific non-professional pay grades
- 11% of midpoint increase for specific non-professional food service staff



THANK YOU, ALIEF ISD SCHOOL BOARD!

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remain committed to honoring their efforts to meet student needs, while continuing to be strong fiscal stewards for our taxpayers.”

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