



# SAN FELIPE DEL RIO CISD

Press Release - July 8, 2019

## SFDRCID DISCUSSES HB<sub>3</sub> – MAKES TEACHER & STAFF PAY A PRIORITY

This coming school year (2019/2020), SFDRCID teachers will see salary increases that not only exceed the increases mandated by the recent passage of House Bill 3, but also exceed salary increases provided by most districts. During a recent budget workshop Chief Financial Officer Henry Arredondo explained that House Bill 3 requires districts to allocate 30% of their year-over-year budget (approximately \$2.6 million) towards compensation increases; and that 75% of this total (approximately \$1.9 million) must go to teachers, counselors, nurses and librarians. In simpler terms, based on this formula approximately each teacher, librarian, counselor and nurse can expect a minimum salary increase of 5.4% (just over \$3,000). It is expected that all employees will also receive the same midpoint percentage increase as the teachers, counselors and librarians.

The positive impact of last year's passing of the TRE on perhaps the most significant school finance and property tax reform bill passed by the legislature in Texas history increases the year over budget by an estimated \$7.7 million and thereby increases the minimum salary increase for the District's teachers. Where many districts will provide a minimum mandated salary increase of 3 or 4%, SFDRCID will be able to provide a minimum salary increase of 5.4%. Beyond the TRE's impact on the funding formula, the TRE also provides additional money which the Board will continue to allocate to teacher salaries. "This unprecedented pay increase is a tangible way of showing SFDRCID employees how much they are valued as the life changers in the District," explained Board President Meza.

To this end, Dr. Rios, SFDRCID Superintendent of Schools, has recommended an additional increase of \$1000, \$1500 or \$2000 beyond the State's mandated minimum salary increase. As such, SFDRCID teachers may see increases ranging from \$4000, \$4,500 or \$5000. The State's mandated increase combined with the local increases represent a total increase of 6.6%, 7.9% or 9.2% from the midpoint – clearly the highest increase in many years.

In comparison to most other school districts across Texas who have already announced their pay raises, SFDRCID is projecting a slightly higher percentage in salary increases.

<b>School Districts</b>	<b>Salary Increases Under HB3</b>
<i>San Felipe Del Rio CISD (projected)</i>	7.2% - 9%
<i>San Marcos ISD</i>	3% - 4%
<i>North East ISD</i>	3% - 4%
<i>Laredo ISD</i>	5% - 6%

In light of the passage of HB3 during the legislative session, the SFDR CISD Board of Trustees agrees that the passing of the TRE has allowed the District to receive more funding than previously anticipated. In accordance with applicable Texas Education Codes and the Texas Tax Code, San Felipe Del Rio CISD will continue meeting during the course of the summer to review and discuss final compensation packages. The 2019-2020 Budget and Tax Rate is scheduled to be finalized and approved in mid-August.