



FOR IMMEDIATE RELEASE

May 16, 2023

Media Contacts:

Lesley Range-Stanton, Chief Communications Officer
(o) 469.752.8094 | (m) 469.360.7552 | email: lesley.range-stanton@pisd.edu

Zoheb Hassanali, Assistant Director of Communications, Public Relations and Social Media
(o) 469.752.8222 | email: zoheb.hassanali@pisd.edu

PLANO ISD BOARD OF TRUSTEES APPROVES 2023-24 COMPENSATION PLAN

PLANO, TEXAS, May 16, 2023 – The Plano ISD Board of Trustees approved a raise for the 2023-2024 school year, with a unanimous vote at tonight's school board meeting.

The approved raise provides all employees with a 3% pay increase. Raises will be calculated using the percentage of the employee's actual salary rather than the control rate to provide an equitable increase to longer-tenured staff.

Additional adjustments include:

- Increasing starting salary for teachers with a bachelor's degree with no experience from \$58,250 to \$60,000;
- Increasing starting salary for teachers with a master's degree and no experience from \$60,250 to \$62,000; and
- Increasing district contributions for employee health insurance from \$315 to \$330/month.

Adjustments were made to remain competitive with the local job market. Starting pay for campus support staff, cafeteria specialists, PASAR after school care, employee child care, bus assistants and other support staff will increase to \$15 an hour, which is an average raise of 8%, and pay for employees currently in those positions will be adjusted to align with the updated pay scale.

Plano ISD will also use federal relief dollars to provide a one-time retention and new employee stipend of \$1,000 for all employees (for staff members who are employed by Plano ISD on or before September 1, 2023, and who are still employed on the date the stipend is paid).

Moreover, strategic pay adjustments in the new compensation plan provide:

- A \$2,000 stipend for Special Education teachers
- A \$2,000 increase for school nurses
- An increase in the following stipends:
 - Special education structured teacher to \$3,500
 - Behavior instructional specialist to \$3,700
 - Bilingual certified teacher to \$5,000

It is important to note that per the approved academic calendar for 2023-24, students will have one less instructional day. As a result, all campus-based employees will have one less work day with no reduction in annual compensation.

With a budget impact of \$15,470,144, the pay increase reflects the school board's long history of working to keep the district competitive when it comes to recruiting and retaining employees.

“Our employees are our most valuable resource and are vital to the growth, care and success of our students,” said Superintendent Dr. Theresa Williams. “A competitive compensation plan is not only a way to show our appreciation for the hard work and dedication of our employees, it is also an investment in the future of our district.”

About Plano Independent School District

The Plano Independent School District (Plano ISD) (www.pisd.edu) endeavors to foster the highest level of student learning. Plano ISD is located 20 miles north of Dallas, Texas and serves the residents of approximately 100 square miles in southwest Collin County, including 66 square miles in the city of Plano, northern portions of the cities of Dallas and Richardson and parts of the cities of Allen, Parker and Murphy. Plano ISD employs over 6,500 staff members who serve approximately 50,000 students in 73 schools and 11 service facilities. Mission: Our Plano ISD learning community will educate, inspire and empower every student to activate their unique potential in a dynamic world.

###