

WINDHAM SCHOOL DISTRICT

Schools in the Texas Department of Criminal Justice

FREQUENTLY ASKED QUESTIONS

1. Will we get a raise for the 2008-2009 school year? Will we get the 2% raise that TDCJ is getting?

WSD employees will not get an “across the board” raise. WSD and TDCJ have separate budgets. TDCJ employees are getting the second part of a 4% raise approved by the Legislature during the 2006 session. TDCJ implemented the raise by increasing salaries 2% for FY 2008 and 2% for FY 2009. Because Project RIO salaries are funneled through the TDCJ salary schedule, Project RIO staff will see the 2% raise or at least \$50 per month.

With a whopping 92% of WSD’s budget dedicated to salaries, there is very little room for salary raises for WSD employees without impacting other areas.

Keep in mind that teachers and librarians are paid on a 20-step salary schedule combined with a locality schedule. Paraprofessional 7s, 9s, and 11s are paid on a 6-step salary schedule. Employees in these categories may receive a salary increase in accordance with their creditable years of service and steps on these schedules.

Counselors and diagnosticians are also paid on the 20-step salary schedule. However, this is combined with the locality schedule, a stipend and an established minimum salary. Again, employees in these categories may receive an increase in accordance with their creditable years of service or if they surpass the established minimum salary.

All other employees are paid a set salary without a schedule for increases.

2. What is a creditable year of service?

An employee must work in a full time position for an accredited school district for at least 90 days to establish one creditable year of service.

3. When will the salary schedule be re-evaluated for a possible raise?

The Locality Supplement Schedule will be re-evaluated in 2009. The Division of Human Resources will gather the salary schedules for each school district with a WSD school within its boundaries. These local salaries will be reviewed to

determine if an adjustment should be made to the Locality Supplement Schedule for the SY 2010.

4. Is WSD considering going to a 4 day 10 hour schedule? This could help employees save money on fuel costs.

Education Code Chapter 19, Schools in the Texas Department of Criminal Justice establishes the existence of the WSD. Chapter 19 specifies that employees will work 220 or 226 days based on the position held. Therefore, based on current legislation, going to a 4 day 10 hour schedule is not an option.

Project RIO staff whose positions are established by different legislation are also prohibited from working a 4 day 10 hour schedule.

5. When will I know my salary for SY 2009?

The Division of Human Resources will send each employee an official Salary Analysis in late September. Before Salary Analyses are sent out, each employee record is reviewed for accuracy for the number of creditable years of service, locality supplements if applicable and steps on pertinent schedules. With over 1,200 employees, this is a time consuming process. Please hold all questions related to salaries until after Salary Analyses are sent out.

6. When can I see the salary schedules for SY 2009?

The salary schedules are posted to the WSD website. Please go to www.wsdtx.org for specific schedules.

7. What factors impact my salary?

Various factors impact your take home pay. Items such as your TRS contributions, insurance elections, 403b contributions and taxes all affect your monthly paycheck.

Also keep in mind that WSD attempts to pay employees for 220 or 226 days by evenly spreading out your salary over 12 months (September – August). This means that if you separate from the district before August 31st, your paycheck will need to be adjusted. Your final paycheck could be higher or lower depending on the days that you actually worked.

CONTACTS

To assist in receiving a prompt response, any questions regarding this information must be put in writing.

Questions regarding creditable years of service should be e-mailed to Vickie.Jones@wsdtx.org.

Questions regarding individual salaries should be e-mailed to Kathy.Gibbs@wsdtx.org.

Questions regarding health insurance should be e-mailed to Paula.Jannett@wsdtx.org.

Questions regarding withholdings, retirement contributions or taxes should be e-mailed to Kim.Ringo@wsdtx.org.

Thank you.