

# Employee Compensation and Calendar FAQ

## Four-Day School Week

### **Will I receive a pay cut because we are moving to a four-day school week?**

No. Employees will not receive a reduction in annual salary as a result of moving to a four-day school week.

### **If I am working fewer days, why isn't my salary changing?**

Your compensation is based on your annual salary, not solely on the number of contract days. To maintain the same annual salary with fewer contract days, the District will adjust the daily rate used to calculate your pay.

### **Does the higher daily rate mean I received a raise?**

No. The higher daily rate is simply the result of spreading the same annual salary across fewer contract days. It does not represent an increase in annual compensation.

### **What if the District returns to a five-day school week in the future?**

If contract days are added back to the calendar in the future, the daily rate would be recalculated based on the new number of contract days.

### **If we return to a five-day school week, will I automatically receive a raise?**

No. Adding contract days back to the calendar would not automatically result in a salary increase. The daily rate would be adjusted to reflect the number of contract days while maintaining the approved annual salary.

### **Can you provide an example?**

Under a 187-day contract:

- Annual Salary: \$60,000
- Daily Rate: \$320.86

Under a 167-day contract:

- Annual Salary: \$60,000
- Daily Rate: \$359.28

In both examples, the employee earns the same annual salary.

# Teacher Retention Allotment (TRA)

## How does the Teacher Retention Allotment work?

The Teacher Retention Allotment provides additional compensation based on years of experience and eligibility requirements established by the State of Texas.

## If I receive the Year 3 allotment of \$4,000 and later qualify for the Year 5 allotment of \$8,000, will I receive another \$8,000?

No.

The Year 5 amount represents the total increase above your 2024-2025 compensation level, not an additional payment on top of the Year 3 amount.

## What does that mean?

If you received the initial \$4,000 increase and later become eligible for the \$8,000 level, you would receive an additional \$4,000, bringing your total increase to \$8,000 above your 2024-2025 compensation level.

## Can you provide an example?

- 2024-2025 Salary: \$60,000
- Year 3 TRA Compensation: \$4,000
- Year 5 TRA Compensation: \$8,000

The total increase at Year 5 is \$8,000 above the 2024-2025 salary, not \$12,000 above it.

## Why does my years-of-experience number seem lower than the number of school years I have taught?

The teacher salary schedule begins with **0 years of experience** for first-year teachers.

Because the schedule starts at 0, the years of experience shown on the salary schedule may appear to be one year less than the total number of school years an employee has worked.

## How does the experience count work?

A teacher beginning their first year of teaching is placed at **0 years of experience**.

For example:

School Year Completed	Salary Schedule	Experience Level
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Beginning 1st year	0 years
Beginning 2nd year	1 year
Beginning 3rd year	2 years
Beginning 4th year	3 years
Beginning 11th year	10 years

### **I have taught for 10 school years. Why am I not on Year 11?**

Because the salary schedule starts at 0 years of experience.

A teacher entering their 11th school year has completed 10 years of eligible experience and is therefore placed at the 10-year experience level.

### **Does this mean I lost a year of experience credit?**

No.

Your experience has been credited correctly. The confusion usually occurs because the salary schedule begins with a 0-year step rather than a 1-year step.

### **Can you provide an example?**

If a teacher began teaching during the 2025-2026 school year:

- 2025-2026 = 0 years
- 2026-2027 = 1 year
- 2027-2028 = 2 years
- 2028-2029 = 3 years

The teacher's placement advances after each completed year of eligible experience.