



INVESTING IN PEOPLE



POSITIVE EFFECTS OF 2019-2020 SALARY INCREASES

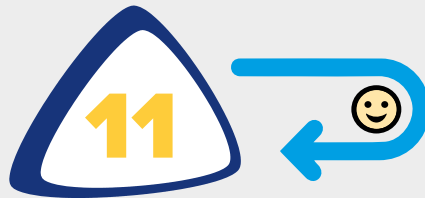
In April, the Life School Board approved **\$1,720,000** in raises for Life School teachers and staff, resulting in the following benefits.



100%



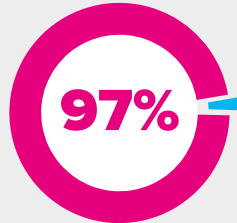
Classroom teachers **fully staffed on day 1.**



11 former Life School teachers **returned home to teach.**



Teacher **turnover has decreased** each of the last 3 years.



97% of Life School teachers are **experienced teachers.**

LIFE SCHOOL'S SALARY INVESTMENT VS. HOUSE BILL 3

HB3 requires that 30% of increased revenue be allocated toward salary increases. Life School's projected state revenue increase for 2019-2020 is \$2.6M.

Life School's proactive April investment was double HB3's 30% salary requirement.

Required

\$780,000 30%

Allocated

\$1,720,000

66%



HB3 requires that 75% of the allocated salary increases **benefit teachers, counselors, and nurses.**

Life School more than doubled the required \$585,000 increase.

Required

\$585,000 75%

Allocated

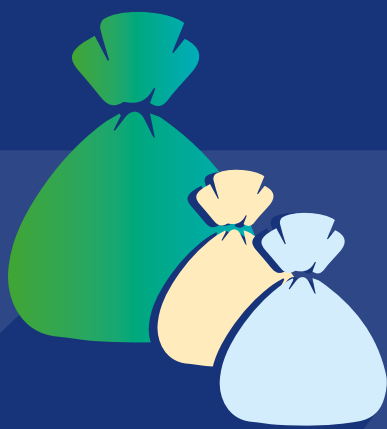
\$1,250,000

160%

LIFE SCHOOL'S CONTRIBUTION TOWARD STAFF BENEFITS

Life School increased benefit funding \$200,000 in 2019.

Life School benefits provide comparable coverage and lower deductibles when compared to TRS Active Care 1 offered by most districts.



Life School Contribution — \$6,120 annually / \$510 per person

Ellis County Average Contribution — \$3,210 annually

Dallas County Average Contribution — \$3,816 annually

Ellis and Dallas County average contributions based on available public data.

Pay scales are provided online through the Life School [Extranet](#).

You can read [House Bill 3 \(HB3\) guidance online](#).

