

## **Benchmark Years of Service One-Time Lump Sum Payment** **FAQ's**

**\*Please send questions regarding the benchmark years of service one-time lump sum payment to [compensationdept@katyisd.org](mailto:compensationdept@katyisd.org).**

1. Who is included in the lump sum incentive?  
Employees who provide direct classroom instruction to students and are coded as 087 – Teacher in PEIMS are eligible to receive the lump sum.
2. Are “specials” teachers (i.e., art, physical education, music and librarians) included in this initiative?  
Art, PE, and Music are included in the benchmark years of service lump sum payment. Librarians are not eligible for the incentive.
3. I heard that any Katy ISD educator who has a class roster is eligible for the benchmark one-time lump sum payment. Does this include Katy ISD case managers who have student rosters?  
Educators who are considered classroom teachers and coded as 087 in PEIMS are included. This includes some who are not teachers of record including In-Class Support teachers.
4. Are speech pathologists included in this initiative?  
SLPs are not eligible for the incentive.
5. What about substitutes?  
Substitutes are not eligible for the incentive.
6. Do years of service in teaching that were completed outside of the district count toward earning the milestone benchmark lump sum payment, or is it years of teaching in Katy ISD only?  
All years of service that are reflected on a teacher's service record are included even if those years were not earned in Katy ISD.
7. How does someone qualify to earn the incentive?  
To qualify, you must be employed by the first day of instruction for the year in which the lump sum payment is paid. A teacher's placement on the teacher hiring scale represents the number of completed years of service. For example, a teacher who is at year 5 on the teacher hiring scale in the 2024-2025 school year will qualify for the year 5 lump sum payment.
8. When is the benchmark lump sum payment earned?  
Upon completion of a benchmark year of service and beginning the next school year with Katy ISD. A teacher's placement on the teacher hiring scale (5, 10, 15, 20, etc.) determines the lump sum amount.
9. I reached year 20 last year. Does that mean I will not receive the lump sum?  
If a teacher was on year 20 of the teacher hiring scale in 2023-2024, they will be on year 21 in 2024-2025 and will not qualify for the payment.

10. Will teachers receive lump sum payments based off the last benchmark earned?  
The payments are not retroactive.
11. Are the benchmark payments retroactive?  
The payments are not retroactive.
12. When will the lump sum be paid?  
The payment will be made on the September 15<sup>th</sup> paycheck.
13. I will reach year 5 next year. Will this incentive still be available then?  
A decision will be made annually as a part of the district's compensation plan approval process regarding the continuation of the incentive.