

## Benchmark Years of Service One-Time Lump Sum 2024-2025

Katy ISD has approved a one-time lump sum payment for classroom teachers following the completion of a benchmark year of service. Benchmark years of service are every 5 years according to the teacher hiring schedule (i.e. 5, 10, 15, 20 etc.).

Upon completion of a benchmark year of teaching service, a classroom teacher will receive this one-time lump sum payment at the beginning of the following school year. For example, if a teacher is completing their 5<sup>th</sup> year of service in the 2023-2024 school year, they will be at 5 years of service on the teacher hiring scale in the 2024-2025 school year. The one-time lump sum payment will be included on the September 15<sup>th</sup> paycheck following the start of the 2024-2025 school year.

To be eligible for this one-time lump sum payment, classroom teachers must be employed with Katy ISD by the first day of instruction for the school year in which the lump sum payment will be made.

For the 2024-2025 school year the benchmark year of service one-time lump sum payment will be paid according to the following board approved chart:

Completed Years of Service	Amount of Payment
5	\$ 250
10	\$ 500
15	\$ 750
20	\$ 1,000
25	\$ 1,750
30	\$ 2,000
35	\$ 2,250
40	\$ 2,500
45	\$ 2,750
50	\$ 3,000

Employees that are coded in PEIMS as a classroom teacher will be eligible for the one-time lump sum payment.

This one-time lump sum payment will be reviewed each year by the Board of Trustees as a part of the budget and compensation plan approval process.