



BOARD OF SCHOOL TRUSTEES

## KELLER INDEPENDENT SCHOOL DISTRICT

**6A. Report**

**Date: July 10, 2006**

**SUBJECT: 2006-07 COMPENSATION**

**BOARD GOAL: The Keller Independent School District will recruit, develop, and retain a diverse highly qualified staff.**

**FISCAL NOTE: 2006-07 General Funds**

### **Background Information:**

- Current Pay Groups
  - Teacher Salary Schedule includes Teachers, Librarians, BSRNs, and other licensed/certified bachelor-level professionals
  - Administrative Salary Schedule includes campus and central administration and counselors, diagnosticians, LSSPs,
  - Paraprofessional Salary Schedule includes instructional and administrative support (nonexempt)
  - Manual Trades Salary Schedule includes auxiliary operational support (nonexempt)
  - Technical Support Salary Schedule includes technology support and LVN (nonexempt)

Pay groups should be determined based upon commonalities in

- Nature of work
- Qualifications
- External market

Legislative factors -- HB 1 requires a \$2500 salary increase for full-time teachers, nurses, counselors and librarians. The \$500 supplement that these employees currently receive is included in this amount. Other staff (auxiliary, paraprofessional and lower level professional) must be provided with a salary increase of \$500 to replace their current supplement.

### **Administrative Considerations:**

- Recommended Pay Groups
  - Teacher Salary Schedule including Teachers, Librarians, BSRNs, and other licensed/certified bachelor-level professionals
  - Counselor Salary Schedule including Diagnosticians, OT/PTs, and Speech Therapists with Certificate of Clinical Competence
  - LSSP Salary Schedule

- Administrative/Professional Salary Schedule including campus and central administration
- Paraprofessional Salary Schedule including instructional, administrative support and LVN (nonexempt)
- Operational Support Salary Schedule including auxiliary operational and technology support (nonexempt)
- Teacher Salary Schedule Recommendation
  - Add \$2500 plus \$1360 (approximately 3% of midpoint between lowest and highest step on schedule) to create 2006-07 structure; raise hiring rate to \$42,000 (187 days)
- Counselor Salary Schedule
  - Add \$2500 plus \$1500 (approximately 3% of midpoint) to create 2006-07 structure; raise hiring rate to \$45,324 (193 days); increase 2005-06 daily rate to approximately 93% of market
- LSSP Salary Schedule
  - Add \$2500 plus \$1625 (approximately 3% of midpoint) to create 2006-07 structure; raise hiring rate to \$50,485 (193 days)
- Administrative/Professional Salary Schedule
  - Apply 3% of midpoint and increase minimum, midpoint and maximum of pay grades by 1.5%
  - Realign educator career path positions where daily rate is below teacher daily rate and specified positions positioned at 80% or less than market; make adjustments as necessary for internal equity
  - Incorporate positions from Technical Salary Schedule as appropriate
- Paraprofessional Salary Schedule
  - Apply 3% of midpoint and increase minimum, midpoint and maximum of pay grades by 1.5%
  - Incorporate positions from Technical Salary Schedule as appropriate
- Operational Support Salary Schedule
  - Apply 3% of midpoint and increase minimum, midpoint and maximum of pay grades by 1.5%
  - Review and realign position classifications as appropriate; make adjustments as necessary for internal equity
  - Add pay grades to schedule for technical trades positions at 80% or less than market
  - Incorporate positions from Technical Salary Schedule as appropriate

The preliminary budget estimates provided to the Board in June include payroll expenses as identified above.

+++++

Respectfully submitted,

Penny Benz  
Assistant Superintendent of Human Resources