

**Ector County Independent School District
Odessa, Texas**

Memorandum

TO: Board of Trustees
FROM: Wendell Sollis, Superintendent
SUBJECT: APPROVAL OF TEACHER PAY RAISES (BG-Q)
DATE: December 20, 2005

With the Texas Supreme Court decision last week, it has become clear that the current year state funding is not an issue. As we have previously discussed, we would bring forward a teacher pay increase after a decision had been made. Attached is a worksheet showing the relative teacher salary steps for the District and other West Texas school districts. Increasing the beginning teacher salary from \$34,000 to \$35,000 would put the District in a favorable position as far as recruitment of new teachers. With the teacher pay increase retroactive to the beginning of this school year the cost would be approximately \$1.7 million.

It is recommended that the Board of Trustees approve the teacher pay raises.

Respectfully submitted,

**Wendell Sollis,
Superintendent**

**Bruce Revell,
Deputy Superintendent
for District Operations**