

Recommendations for Administrator Annual Salary Increases

March 16, 2015

*Wade Youngblood Current Salary-\$72,397.00 (2014-2015)

3% \$2,171.00 Total-\$74,568.00

*Andy Chilcoat Current Salary-\$61,800.00 (2014-2015)

4% \$2,472.00 Total-\$64,272.00

*Brittney Davis Current Salary-\$48,410.00 (2014-2015)

5% \$2,420.50 Total-\$50,830.50

*Jack Dillard Current Salary-\$63,630.00 (2014-2015)

3% \$1,908.90 Total-\$65,528.90

*David Dulude Current Salary-\$46,920.00 (2014-2015)

3% \$1,407.60 Total-\$48,327.60 Raising his security hours from 180 to 250 adds
\$1,750.00 Total-\$50,077.60

*Donald Hardin Current Salary-\$58,180.00 (2014-2015)

3% \$1,745.40 Total-\$59,925.40

*Rachael Hawkins Current Salary-\$61,058.00 (2014-2015)

4% \$2,442.32 Total-\$63,500.32

*Bonita Cherry Current Salary-\$53,055.00 (2014-2015)

3% \$1,591.65 Total-\$54,646.65

*Whitney Keeling Current Salary-\$73,530.00 (2014-2015)

\$2,000.00 Car Allowance \$1,000.00 Field Maintenance Coordinator These two items are
part of the total annual salary Received a \$4,000.00 Football Performance Bonus this year

Total Salary for 2014-2015 was \$77,530.00. Moving him to \$80,000.00 for the 2015-2016
school year would put him in the upper 30% of Athletic Directors/Head Football Coaches in the
immediate area that are in similar size schools with similar success. I am providing you a list of
schools to compare our situation with in determining an appropriate salary for him.

Winona-\$65,000.00

New Diana-\$68,000.00

Linden-Kildare-\$73,000.00

Harleton-\$75,000.00

Hughes Springs-\$76,000.00

Harmony-\$77,000.00

Paul Pewitt-\$77,000.00

Elysian Fields-\$78,000.00

Tenaha-\$83,000.00

West Rusk\$89,000.00

Arp-\$92,000.00

Tatum-\$93,000.00

Troup-\$102,000.00

*Jimmy E. Cox Current Salary-\$104,940.00 (2014-2015)

2%	\$2098.80	\$107,038.80
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3%	\$3,148.20	\$108,088.20
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4%	\$4,197.60	\$109,137.60
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5%	\$5,247.00	\$110,187.00
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Administrator Salary Increases Recommendation

2015-2016

*Jimmy E. Cox-Waskom ISD Superintendent

Current Salary-\$104,940.00	Salary Increase-	New Salary-
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*Bonita Cherry-Waskom Elem./M.S. Director of Student Services

Current Salary-\$53,055.00	Salary Increase-	New Salary-
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*Andrew Chilcoat-Waskom High School Principal

Current Salary-\$61,800.00	Salary Increase-	New Salary-
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*Brittney Davis-Waskom ISD Curriculum/Instruction/Assessment Coordinator

Current Salary-\$48,410.00	Salary Increase-	New Salary-
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*Jack Dillard-Waskom ISD CATE Coordinator

Current Salary-\$63,630.00	Salary Increase-	New Salary-
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*David Dulude-Waskom ISD Police Chief

Current Salary-\$46,920.00	Salary Increase-	New Salary-
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*Donald Hardin-Waskom ISD Head Band Director

Current Salary-\$58,180.00	Salary Increase-	New Salary-
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*Rachael Hawkins-Waskom Middle School Principal

Current Salary-\$61,058.00	Salary Increase-	New Salary-
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*Whitney Keeling-Waskom ISD Athletic Director

Current Salary-\$77,530.00	Salary Increase-	New Salary-
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*Wade Youngblood-Waskom Elementary School

Current Salary-\$72,397.00	Salary Increase-	New Salary-
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Recommended Motions for Salary Increases

*"I move to increase the local teacher stipend by \$_____ for the 2015-2016 school year which will make the local teacher stipend become \$_____."

*"I move to increase the annual gross salary of Jimmy E. Cox-Waskom ISD Superintendent by _____ which will make the annual gross salary for 2015-2016⁺ school year become _____."

*"I move to increase the annual gross salary of Bonita Cherry-Waskom Elementary/Middle School Director of Student Services by _____ which will make the annual gross salary for 2014-2015 school year become _____."

*"I move to increase the annual gross salary of Andrew Chilcoat-Waskom High School Principal by _____ which will make the annual gross salary for 2015-2016 school year become _____."

*"I move to increase the annual gross salary of Brittney Davis-Waskom ISD CIA Coordinator by _____ which will make the annual gross salary for the 2015-2016 school year become _____."

*"I move to increase the annual gross salary of Jack Dillard-Waskom ISD CATE Coordinator by _____ which will make the annual gross salary for the 2015-2016 school year become _____."

*"I move to increase the annual gross salary of David Dulude-Waskom ISD Police Chief by _____ which will make the annual gross salary for the 2015-2016 school year become _____."

*"I move to increase the annual gross salary of Donald Hardin-Waskom ISD Head Band Director by _____ which will make the annual gross salary for the 2015-2016 school year become _____."

*"I move to increase the annual gross salary of Rachael Hawkins-Waskom Middle School Principal by _____ which will make the annual gross salary for the 2015-2016 school year become _____."

*"I move to increase the annual gross salary of Whitney Keeling-Waskom ISD Athletic Director by _____ which will make the annual gross salary for the 2015-2016 school year become _____."

*"I move to increase the annual gross salary of Wade Youngblood-Waskom Elementary Principal by _____ which will make the annual gross salary for the 2015-2016 school year become _____."

*Information about salary increases from the 2014-2015 school year:

Jimmy E. Cox-2%

Bonita Cherry-1%

Jack Dillard-1%

Rachael Hawkins-4%

Whitney Keeling-4%

Wade Youngblood-0%

Andrew Chilcoat-3%

Brittney Davis-3%

Donald Hardin-3%

David Dulude-2%