

2014-2015 Salary Recommendation

August 12, 2014

SUMMARY:

This item requests approval of compensation plan for the 2014-2015 fiscal year. Backup information prepared by Ann Patton (Texas Association of School Board's Senior Compensation Consultant) is attached for your review. This recommendation will include two parts: a general pay increase for all employees and an equity adjustment for those employees whose current salary is below market. The recommended general pay increase will be 2% of the midpoint in each pay grade for all employees (exceptions would be those employees that have surpassed the maximum salary in their pay grade; thus a 1% of the midpoint will apply to their compensation. Each teacher, nurse, and librarian will receive a minimum \$1,225 salary increase.

Board Goal:

Human Resources...In pursuit of excellence, the district will:

- recruit, select, employ and retain teachers in every classroom because of substantive experience in the discipline they teach, rather than in auxiliary functions
- maintain a diverse workforce with respect to qualifications, expertise, and commitment to excellence

PREVIOUS BOARD ACTION:

The Board of Trustees has taken no action on this topic. However, the topic was introduced at the July 29, 2014 board meeting during the report on certified property values.

BACKGROUND INFORMATION:

The following are compensation recommendations for 2014-15:

- Increase the starting teaching salary to \$48,750. Provide a 2% at midpoint general pay increase for all continuing teachers.
- This includes a minimum \$1,225 pay increase for all teachers, nurses, and librarians.
- The attached document addresses all other employee groups.

FISCAL IMPLICATIONS:

The employee groups general pay increase (raises) would be as follows:

- | | |
|--|----------------------------|
| • Teachers, Librarians & Nurses (RNs) | \$1,225 pay increase |
| • Administrative/Professional | 2.0% of pay range midpoint |
| • Information Technology | 2.0% of pay range midpoint |
| • Clerical/Paraprofessional | 2% of pay range midpoint |
| • Auxiliary | 2.0% of pay range midpoint |
| Subtotal for General Pay Increase | \$3,489,149.00 |

Implementation of the following Equity Adjustments:

Teachers, Librarians, & Nurses (RNs)	
Schedule adjustments in years 16, 17, 18, & 23	\$ 27,948

Administrative/Professional	
Adjustments to at least pay range minimum	\$ 17,264
Additional adjustments for equity in the Market	\$174,911
Equity with MA teacher rate	\$ 9,624
1.0 of pay range midpoint increase (over max)	\$ 2,276

Information Technology	
Additional adjustments for equity in the Market	\$ 12,930

Clerical/Paraprofessional	
Adjustments to at least pay range minimum	\$ 9,992
Additional adjustments for equity in the Market	\$ 57,482
1.0 of pay range midpoint increase (over max)	\$ 3,233

Auxiliary	
Adjustments to at least pay range minimum	\$ 4,202
Additional adjustments for equity in the Market	\$ 61,309
1.0 of pay range midpoint increase (over max)	\$ 3,363
Athletic Stipends	
Adjustments to current stipend plan for Title IX equity	\$ 40,000
Subtotal to Implement Equity Adjustments	\$415,662

BENEFIT OF ACTION:

This action will allow all compensation changes to be retroactive for July (12 month) employees, and reflected in all August (11 month) employee pay period compensation. This action will also provide a minimum 2% of the midpoint compensation increase to all employee groups.

PROCEDURAL AND REPORTING IMPLICATIONS:

N/A

PUBLIC COMMENT RECEIVED:

N/A

ALTERNATIVES:

No alternatives are presented at this time

OTHER COMMENTS:

N/A

SUPERINTENDENT'S RECOMMENDATION:

The superintendent recommends a general 2% of the midpoint pay increase for all employees, stipend adjustments, and the attached equity adjustments for certain employee groups.

STAFF PERSONS RESPONSIBLE:

Dr. Jamie Wilson, Superintendent of Schools
 Dr. Richard Valenta, Assistant Superintendent of Human Resources
 Ms. Debbie Monschke, Assistant Superintendent of Administrative Services

ATTACHMENT:

Summary of Cost Estimates for 2014-15: Model 2% General Pay Increase

APPROVAL:

Signature of Staff Member Proposing Recommendation: _____

Comments: _____

Signature of Divisional Assistant Superintendent: _____

Comments: _____

Signature of Superintendent: _____

Comments: _____