

**RIVER ROAD INDEPENDENT SCHOOL DISTRICT  
BOARD OF EDUCATION  
AMARILLO, TEXAS**

**Date:** Monday, June 24, 2013

**Related Page(s):** This page +2

**Subject:** 2013-14 Professional Hiring  
Schedule and all other staff  
salary increases.

**Presented By:** Mike Hodgson,  
Business Manager

**ACTION**

**BACKGROUND INFORMATION:**

Salaries and benefits account for over 75% of the River Road I.S.D.'s annual budget. Compared to the four other school districts located in Potter County (Amarillo, Bushland, Canyon, and Highland Park), our teacher pay rates lag considerably. It is our intent to address this issue with a salary increase for 2013-14 and with an additional salary increase for 2014-15.

Our proposal is to provide a \$2,000 base salary increase for all teachers, librarians, counselors, and nurses for the 2013-14 school year. This increase is a 4.8% increase for the midpoint of the current professional hiring schedule. We also propose a 4.8% increase for all other employees (hourly and administrative) in the district.

Attached you will find the proposed 2013-2014 Professional Hiring Schedule for teachers, librarians, counselors, and nurses. Also attached is the proposed Hourly Pay Rate Matrix.

**BOARD ACTION REQUESTED:**

It is requested that the Board approve a \$2,000 base salary increase for teachers, librarians, counselors, and nurses as reflected on the proposed Professional Hiring Schedule for 2013-14 and a 4.80% pay increase for other staff.