

## Recommendation for At-Will Employee Salary Increases

May 12, 2015

Waskom ISD currently has 66 total At-Will employees. Waskom ISD has 4 At-Will Employees that will reach their maximum salary in their respective pay grade or category with a 3% salary increase. These 4 At-Will Employees are as follows:

Erika Hyter-Middle School Secretary

Malinda Reamer-District Food Service Coordinator

Pam Whorton-Elementary Secretary

Kathy Johnson-District Business Manager/Payroll Clerk

To allow these 4 At-Will Employees to receive the full 3% salary increase would require increasing the maximum salary on Pay Grade 4 of the Educational Aide/Campus Secretary Salary Chart and the 12 month Directors Salary Chart. Erica Hyter, Malinda Reamer and Pam Whorton are on the Educational Aide/Campus Secretary Salary Chart and Kathy Johnson is on the 12 month Director Salary Chart. I would recommend increasing the maximum salary of Pay Grade 4 of the Educational Aide/Campus Secretary Chart from \$26,000.00 to \$30,000.00. I would also recommend increasing the maximum salary of the Business Manager/Payroll Clerk on the 12 month Directors Salary Chart from \$50,000.00 to \$55,000.00.

I am providing information about the cost of salary increases for all At-Will Employees to our school district.

2%     \$22,164.00

3%     \$33,247.00

4%     \$44,329.00

I recommend a 3% salary increase for all At-Will Employees at Waskom ISD as of May 12, 2015.

\*Motion: "I move to approve a 3% salary increase for all At-Will Employees at Waskom ISD as of May 12, 2015."

This motion requires a second and a majority vote.