

**Cedar Hill Independent School District**  
**BOARD OF TRUSTEES**

**Meeting Date:** August 10, 2009

**Presented by:** Mr. Horace Williams, Superintendent of Schools

**Subject:** Consider raise for non teachings positions-District Wide.

**Action Items**

**BOARD GOAL:**

Align the budget process to achieve district goals.

The proposed pay raise is consistent with the percentage raise given to teachers via state mandate.

**BACKGROUND INFORMATION:**

Stimulus funds were provided via TEA. A portion of these funds are required to be paid to teachers and various other positions covered under the teacher salary scale. Remaining funds are available to give all other district positions a 2.5% of midpoint raise. Administration has attached a summary of the use of these funds at the 2.5%, 2.0%, and 1.5% of midpoint raises. As soon as TEA provides accounting procedures for these funds a budget amendment will be presented for board approval. Any raise given this year would be with the clear understanding that wages will be frozen next year, as additional funds available in the 2010-2011 school year will only maintain current district programs.

**RECOMMENDATION:**

Approve administration recommendation to give a 2.5% of midpoint raise to all positions not covered under the Teacher Salary Schedule.

**BOARD ACTION REQUIRED:**

Approve Administration Recommendation

**POLICY AUTHORIZATION**

CE (Legal) and CE (Local)  
DEA (Legal) and DEA (Local)

**CONTACT PERSON(S):**

Horace Williams  
Michael McSwain

**FUNDING SOURCE:**

Fund 199 General Fund  
Fund 240 Child Nutrition Fund  
Various Grant Funds

**ENCLOSURES:**

Attached