

RIVER ROAD INDEPENDENT SCHOOL DISTRICT  
BOARD OF EDUCATION  
AMARILLO, TEXAS

Date: Monday, June 22, 2015

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Subject: 2015-16 Professional Hiring  
Schedule and all other staff  
salary increases.

Presented By: Mike Hodgson,  
Business Manager

ACTION ITEM

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 our immediate area (Amarillo, Bushland, Canyon, and Highland Park), our teacher pay rates lag considerably. As stated the last two years, it was our intent to address this issue with a \$2,000 salary increase for 2013-14 and an additional \$2,400 salary increase for 2014-15.

Our proposal is to provide a \$1,265 base salary increase for full-time teachers, librarians, counselors, and nurses for the 2015-16 school year. Unlike the last two years, we are not proposing to lengthen the number of years on the salary schedule because our scale is now the same length as most of the other school districts in the area, so those few teachers at the top of the scale will only be receiving a \$765 increase. This increase is a 2.80% increase for the midpoint of the current professional hiring schedule. We also propose a 2.806% increase for all other employees (hourly and administrative) in the district.

Attached you will find the proposed 2015-2016 Professional Hiring Schedule for teachers, librarians, counselors, and nurses and the proposed 2015-2016 Hourly Pay Rate Matrix. While I would have liked to give larger increases again this year, our current projection, unless enrollments increase, show an increase in revenues next year of less than \$35,000.

BOARD ACTION REQUESTED:

It is requested that the Board approve a \$1,265 base salary increase for teachers, librarians, counselors, and nurses as reflected on the proposed Professional Hiring Schedule for 2015-16 and a 2.80% pay increase for other staff.

## RIVER ROAD INDEPENDENT SCHOOL DISTRICT

### 2013-14 Approved, 2014-15 Approved and 2015-16 Proposed Professional Hiring Schedules

(for Teachers, Librarians, Counselors, and Nurses)

Years of Experience	2013-2014 Approved Schedule (Increase = \$2,000: 4.81% of Midpoint)	2014-2015 Approved Schedule (Increase = \$2,400: 5.56% of Midpoint)	2015-2016 Proposed Schedule (Increase = \$1,265: 2.80% of Midpoint)	% Increase vs. Prev. Year Salary
0	\$37,000	\$39,000	\$40,000	
1	\$37,660	\$39,400	\$40,265	3.24%
2	\$38,160	\$40,060	\$40,665	3.21%
3	\$38,160	\$40,560	\$41,325	3.16%
4	\$38,820	\$40,560	\$41,825	3.12%
5	\$39,390	\$41,220	\$41,825	3.12%
6	\$39,890	\$41,790	\$42,485	3.07%
7	\$40,040	\$42,290	\$43,055	3.03%
8	\$40,390	\$42,440	\$43,555	2.99%
9	\$40,950	\$42,790	\$43,705	2.98%
10	\$41,320	\$43,350	\$44,055	2.96%
11	\$41,425	\$43,720	\$44,615	2.92%
12	\$41,540	\$43,825	\$44,985	2.89%
13	\$41,855	\$43,940	\$45,090	2.89%
14	\$42,725	\$44,255	\$45,205	2.88%
15	\$43,575	\$45,125	\$45,520	2.86%
16	\$44,365	\$45,975	\$46,390	2.80%
17	\$45,135	\$46,765	\$47,240	2.75%
18	\$45,845	\$47,535	\$48,030	2.71%
19	\$46,525	\$48,245	\$48,800	2.66%
20	\$47,165	\$48,925	\$49,510	2.62%
21	\$47,765	\$49,565	\$50,190	2.59%
22	\$48,345	\$50,165	\$50,830	2.55%
23	\$48,885	\$50,745	\$51,430	2.52%
24	\$49,385	\$51,285	\$52,010	2.49%
25	\$49,885	\$51,785	\$52,550	2.47%
26	\$50,385	\$52,285	\$53,050	2.44%
27	\$50,885	\$52,785	\$53,550	2.42%
28	\$51,385	\$53,285	\$54,050	2.40%
29	\$51,885	\$53,785	\$54,550	2.37%
30+		\$54,285	\$55,050	2.35%

The River Road I.S.D. Board of Trustees adopted the 2013-14 Professional Hiring Schedule on 6/30/2013, the 2014-15 Professional Hiring Schedule on 2/10/2014, and will consider the 2015-16 Professional Hiring Schedule on 6/22/2015.

These salaries are annual salaries based upon a 187 day contract and do not include supplements such as extra duty stipends, extra days, incentive pay, etc.

This Professional Hiring Schedule is only applicable to the school year for which it was adopted. It is used solely to place employees at the proper salary for that school year.

Future salaries can not be predicted from this schedule.

The River Road Independent School District does not discriminate against anyone on the basis of race, color, religion, age, sex, disability or national origin.

RRISD 2014-2015 Approved Hourly Pay Rate Matrix:							5.56% Increase			
	Step									
Grade	1	2	3	4	5	6	7	8	9	10
2	N/A	N/A	7.63	7.83	8.04	8.25	8.43	8.59	8.77	8.95
3	7.93	8.15	8.37	8.59	8.77	8.94	9.12	9.30	9.48	9.67
4	8.57	8.81	9.06	9.30	9.48	9.68	9.87	10.07	10.27	10.47
5	9.28	9.54	9.81	10.07	10.27	10.47	10.67	10.89	11.10	11.33
6	10.04	10.32	10.61	10.89	11.10	11.34	11.56	11.79	12.02	12.27
7	10.88	11.18	11.48	11.79	12.02	12.27	12.51	12.76	13.02	13.29
8	11.79	12.11	12.43	12.76	13.02	13.28	13.54	13.81	14.08	14.36
9	12.74	13.09	13.45	13.81	14.08	14.37	14.65	14.95	15.24	15.55
10	13.78	14.17	14.56	14.95	15.24	15.55	15.86	16.17	16.50	16.83
11	14.91	15.33	15.75	16.17	16.50	16.82	17.15	17.50	17.85	18.21
12	16.14	16.59	17.05	17.50	17.85	18.21	18.58	18.94	19.32	19.70
13	17.49	17.97	18.45	18.94	19.32	19.70	20.10	20.50	20.91	21.33
14	18.92	19.44	19.97	20.50	20.91	21.33	21.76	22.19	22.63	23.09
15	20.49	21.05	21.62	22.19	22.63	23.09	23.55	24.01	24.50	24.99
16	22.18	22.79	23.40	24.01	24.50	24.99	25.49	26.00	26.52	27.04
17	23.98	24.65	25.32	26.00	26.52	27.06	27.60	28.15	28.72	29.29
18	25.97	26.70	27.42	28.15	28.72	29.30	29.89	30.50	31.11	31.73
19	28.12	28.91	29.70	30.50	31.11	31.74	32.36	33.02	33.67	34.35

RRISD 2015-2016 Proposed Hourly Pay Rate Matrix:							2.80% Increase			
	Step									
Grade	1	2	3	4	5	6	7	8	9	10
2	N/A	N/A	7.64	7.84	8.05	8.27	8.48	8.67	8.83	9.02
3	7.93	8.15	8.38	8.60	8.83	9.02	9.19	9.38	9.56	9.75
4	8.57	8.81	9.06	9.31	9.56	9.75	9.95	10.15	10.35	10.56
5	9.28	9.54	9.81	10.08	10.35	10.56	10.76	10.97	11.19	11.41
6	10.04	10.32	10.61	10.91	11.19	11.41	11.66	11.88	12.12	12.36
7	10.88	11.18	11.49	11.80	12.12	12.36	12.61	12.86	13.12	13.38
8	11.80	12.12	12.45	12.78	13.12	13.38	13.65	13.92	14.20	14.47
9	12.75	13.10	13.46	13.83	14.20	14.47	14.77	15.06	15.37	15.67
10	13.78	14.17	14.57	14.97	15.37	15.67	15.99	16.30	16.62	16.96
11	14.91	15.33	15.76	16.19	16.62	16.96	17.29	17.63	17.99	18.35
12	16.14	16.59	17.05	17.53	17.99	18.35	18.72	19.10	19.47	19.86
13	17.50	17.98	18.47	18.97	19.47	19.86	20.25	20.66	21.07	21.50
14	18.93	19.45	19.98	20.53	21.07	21.50	21.93	22.37	22.81	23.26
15	20.50	21.06	21.64	22.23	22.81	23.26	23.74	24.21	24.68	25.19
16	22.19	22.80	23.43	24.06	24.68	25.19	25.69	26.20	26.73	27.26
17	23.98	24.65	25.34	26.03	26.73	27.26	27.82	28.37	28.94	29.52
18	25.97	26.70	27.45	28.19	28.94	29.52	30.12	30.73	31.35	31.98
19	28.12	28.91	29.72	30.53	31.35	31.98	32.63	33.27	33.94	34.61