



# Brownsville Independent School District

Agenda Category: General Function Board of Education Meeting: 04/04/17

Item Title: Salary Increase For All X Action  
Employees 2017-2020 School Year Information  
Discussion

## BACKGROUND:

Brownsville Independent School District is proposing a three year salary increase for all employees effective 2017-2018 to the 2019-2020 school years. BISD needs to continue to improve its compensation of employees in order to be competitive with the recruitment and retention of new employees. Administration is proposing the three-year salary plan for all employees with the understanding that the district continue to monitor staffing and programs to be consistent with district enrollment. Because of the ongoing monitoring of student enrollment, over the past two years, through attrition, the district has less employees in the district in comparison to three years before. The district plans to fund the propose three-year salary plan through cost saving measure in personnel and other district operations. The proposed three-year salary plan will also help the district move forward with the integration of budget changes and reductions to be consistent with enrollment and funding.

## FISCAL IMPLICATIONS:

Approximately 9 million dollars for the 2017-2018 school year.  
 Approximately 11 million dollars for the 2018-2019 school year.  
 Approximately 12 million dollars for the 2019-2020 school year.

## RECOMMENDATION:

Recommend approval of the three-year salary increase plan for all BISD employees starting the 2017-2018 school year. In addition, it is proposed that two more steps be added to the years of service for certificated employees for the 2017-2018, adding two more steps per year the subsequent two years for a total of six new steps from the current certificated compensation plan.

Approved for Submission to Board of Education:

Dr. Esperanza Zendejas  
 Submitted by: Principal/Program Adm.

Recommended by: AA Supt/Asst Supt/CFO

*Dr. E. Zendejas*

Dr. Esperanza Zendejas  
 Superintendent of Schools

# PROPOSED RAISES

