

## Information on Professional and At-Will Employee Salary Increases

Senate Bill 8 gave local school districts the authority to rescind the mandated salary increase of \$800.00 (minimum) in 2009 to the State Minimum Salary Chart. (Teachers, Counselors, Nurses and Librarians) The salary increase was the result of multiplying your designated number times your WADA. The increase for Waskom ISD was \$885.00. Waskom ISD made the mandated salary increase \$900.00 for all professional employees on the State Minimum Salary Chart. I recommend that Waskom ISD continue to pay the mandated salary increase to all professional employees. This \$900.00 will become part of the Local Stipend for professional employees on the State Minimum Salary Chart. I recommend that Waskom ISD increase the local stipend by \$600.00 above the \$900.00 mandated salary increase and the board approved \$1000.00 local stipend. This will make the local stipend for all professional employees on the State Minimum Salary Chart become \$2,500.00.

\*I move to increase the local stipend for all professional employees on the State Minimum Salary Chart by \$1,500.00 which will make the total local stipend for all employees on the State Minimum Salary Chart become \$2,500.00 for the 2012-2013 school year.

\*I move to increase the annual gross salary of all Waskom ISD at-will employees by \_\_\_\_\_ for the 2012-2013 school year.

\*I move to increase the midpoint by \$1.00/hour and the maximum by \$2.00/hour on the Manual Trades Salary Chart.

\*I move to increase the midpoint by \$1,500.00 and the maximum by \$3,000.00 on the Educational Aides and Campus Secretary Salary Chart.

\*I move to increase the midpoint by \$2,500.00 and the maximum by \$5,000.00 on the Waskom ISD Directors Salary Chart for the positions of Business Manager/Payroll Clerk, District Maintenance/Transportation/Custodial Director, and District Technology Director.

\*I move to increase the midpoint by \$2,500.00 and the maximum by \$5,000.00 on the Waskom ISD Directors Salary Chart for the positions of PEIMS Director/Registrar, Accounts Payable/Food Service Director, and Superintendent's Secretary/District Information Manager.

Information on District Administrator Salaries

The following information reflects the 2011-2012 salaries of all District Administrators:

Jimmy E. Cox	\$99,082.00
Wade Youngblood	\$68,910.00
Jay Ratcliff	\$68,000.00
Scott Bailey	\$64,890.00
Whitney Keeling	\$63,860.00
Rachael Hawkins	\$44,682.00
Margie Bell (half day)	\$31,254.00

Motions for salary increases:

\*I move to increase the annual gross salary of Jimmy E. Cox-Waskom ISD Superintendent by \_\_\_\_\_ which will make the annual gross salary for the 2012-2013 school year become \_\_\_\_\_.

\*I move to increase the annual gross salary of Wade Youngblood-Waskom Elementary School Principal by \_\_\_\_\_ which will make the annual gross salary for the 2012-2013 school year become \_\_\_\_\_.

\*I move to increase the annual gross salary of Scott Bailey-Waskom Middle School Principal by \_\_\_\_\_ which will make the annual gross salary for the 2012-2013 school year become \_\_\_\_\_.

\*I move to increase the annual gross salary of Whitney Keeling-Waskom ISD Athletic Director by \_\_\_\_\_ which will make the annual gross salary for the 2012-2013 school year become \_\_\_\_\_.

\*I move to increase the annual gross salary of Rachael Hawkins-Waskom Middle School/Elementary School Director of Student Services-Waskom ISD District Testing Coordinator by \_\_\_\_\_ which will make the annual gross salary for the 2012-2013 school year become \_\_\_\_\_.

\*I move to increase the annual gross salary of Margie Bell-Waskom ISD Curriculum/Instruction Director by \_\_\_\_\_ which will make the annual gross salary for the 2012-2013 school year become \_\_\_\_\_.

The previous year Waskom ISD awarded the following salary increases: (2011-2012)

Jimmy E. Cox-3 %

Wade Youngblood-2%

Jay Ratcliff-newly hired (no need for consideration)

Scott Bailey-3 %

Rachael Hawkins-3 %

Margie Bell-(half day-retire/rehire) no salary increase from the previous year

**Professional Employees**

Andrews, Ann - \$44,270 (600)  
Carpenter, Paula - \$44,270 (600)  
Dillard, Jack - \$44,270  
Edmundson, Pat - \$44,270 (600)  
Fields, Ann – R ½ day - \$22,135 (300)  
Foisy, Mary - \$44,270 (600)  
Johnson, Ernestine – R - \$44,270 (600)  
Johnson, Liz - \$44,270 (600)  
Ratcliff, Sheila – R ½ day - \$22,135  
Roberts, David - \$44,270 (600)  
Rodgers, Mickey - \$44,270  
Sharp, Carolyn - \$44,270 (600)  
Sullivan, Michael - \$44,270  
Sullivan, Penny - \$44,270 (600)

**Paraprofessional**

Dillard, Nancy	\$35,000 - \$35,000
Hicks, Francis	\$17,679 – 11.45/hr.
Hornaday, Lynn – R ½ day	\$8544 – 12.45/hr.
Hyter, Erika	\$22,763 - \$23,000
Johnson, Kathy	\$45,000 – \$45,000
Mercer, Dottie – R	\$35,000 - \$35,000
Reamer, Malinda	\$23,000 - \$23,000
Whorton, Pam	\$23,000 - \$23,000

# MANUAL TRADES PAY RANGES

Job Grade 1 – Custodian/Food Service Worker

Job Grade 2 - Maintenance

Job Grade 3 – Custodian Supervisor/Campus Cafeteria Manager

## HOURLY PAY RATES

<u>Pay Grade</u>	<u>Minimum</u>	<u>Mid Point</u>	<u>Maximum</u>
1	\$7.25	\$ 9.35	\$11.45
2	\$7.95	\$ 9.95	\$11.95
3	\$8.45	\$10.45	\$12.45

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<u>Pay Grade</u>	<u>Minimum</u>	<u>Mid Point</u>	<u>Maximum</u>
1	\$7.25	\$10.35	\$13.45
2	\$7.95	\$10.95	\$13.95
3	\$8.45	\$11.45	\$14.45

## Recommendation for the Educational Aide/Campus Secretary Salary Schedule

All at-will employees on this salary schedule will work 183 days with the exception of the Campus Secretaries that could work up to an extra 20 days at the discretion of the Campus Principal.

Pay Grade 1-special Education Aide, English as a Second Language (ESI) Aide, Physical Education (P.E.) Aide, Kindergarten Aide, Head Start Aide, Content Mastery Aide, Pre-Kindergarten Aide, Nurse's Aide

Minimum-\$11,000.00

Mid Point-\$ 15,000.00

Maximum-\$ 19,000.00

Pay Grade 2-Cafeteria/Clerical Aide, Computer Aide, Dyslexia Aide, In-School Suspension Aide.

Minimum-\$11,500.00

Mid Point-\$ 15,500.00

Maximum-\$ 20,500.00

Pay Grade 3-Classroom Facilitator, Library Aide.

Minimum-\$ 12,000.00

Mid Point-\$ 16,500.00

Maximum-\$ 21,000.00

Pay Grade 4-Campus Secretary, Food Service Supervisor.

Minimum-\$ 13,000.00

Mid Point-\$ 18,000.00

Maximums-\$23,000.00

## Recommendation for the Educational Aide/Campus Secretary Salary Schedule

All at-will employees on this salary schedule will work 183 days with the exception of the Campus Secretaries that could work up to an extra 20 days at the discretion of the Campus Principal.

Pay Grade 1 – Special Education Aide, English as a Second Language (ESL) Aide, Physical Education (P.E.) Aide, Kindergarten Aide, Head Start Aide, Content Mastery Aide, Pre-Kindergarten Aide, Nurse's Aide

Minimum - \$11,000

Mid-Point - \$16,500

Maximum - \$22,000

Pay Grade 2 – Cafeteria/Clerical Aide, Computer Aide, Dyslexia Aide, In-School Suspension Aide

Minimum - \$11,500

Mid-Point - \$17,000

Maximum - \$23,500

Pay Grade 3 – Classroom Facilitator, Library Aide

Minimum - \$12,000

Mid-Point - \$18,000

Maximum - \$24,000

Pay Grade 4 – Campus Secretary, Food Service Supervisor

Minimum - \$13,000

Mid-Point - \$19,500

Maximum - \$26,000



# WASKOM INDEPENDENT SCHOOL DISTRICT

School Avenue - P.O. Box 748 - Waskom, Texas 75692

## PAY RANGE WASKOM ISD 12-MONTH DIRECTORS

<b>JOB TITLES</b>	<b>DUTY DAYS</b>	<b>MIN.</b>	<b>AVE.</b>	<b>MAX.</b>
<b>Business Manager/Payroll</b>	<b>226</b>	<b>\$30,000</b>	<b>\$37,500</b>	<b>\$45,000</b>
<b>Maintenance/Transportation Director</b>	<b>244</b>	<b>\$30,000</b>	<b>\$37,500</b>	<b>\$45,000</b>
<b>PEIMS Director/Registrar</b>	<b>226</b>	<b>\$20,000</b>	<b>\$27,500</b>	<b>\$35,000</b>
<b>Accounts Payable/Food Service Director</b>	<b>226</b>	<b>\$20,000</b>	<b>\$27,500</b>	<b>\$35,000</b>
<b>Superintendent's Secretary</b>	<b>226</b>	<b>\$20,000</b>	<b>\$27,500</b>	<b>\$35,000</b>
<b>Assistant Maintenance/Transportation Director</b>	<b>244</b>	<b>\$21,000</b>	<b>\$28,500</b>	<b>\$36,000</b>
<b>Technology Director</b>	<b>226</b>	<b>\$30,000</b>	<b>\$37,500</b>	<b>\$45,000</b>

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<b>Business Manager/Payroll</b>	<b>226</b>	<b>\$30,000</b>	<b>\$40,000</b>	<b>\$50,000</b>
<b>Maintenance/Transportation Director</b>	<b>244</b>	<b>\$30,000</b>	<b>\$40,000</b>	<b>\$50,000</b>
<b>PEIMS Director/Registrar</b>	<b>226</b>	<b>\$20,000</b>	<b>\$30,000</b>	<b>\$40,000</b>
<b>Accounts Payable/Food Service Director</b>	<b>226</b>	<b>\$20,000</b>	<b>\$30,000</b>	<b>\$40,000</b>
<b>Superintendent's Secretary</b>	<b>226</b>	<b>\$20,000</b>	<b>\$30,000</b>	<b>\$40,000</b>
<b>Assistant Maintenance/ Transportation Director</b>	<b>244</b>	<b>\$21,000</b>	<b>\$28,500</b>	<b>\$36,000</b>
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