

# 2016-17 Salary Recommendation

August 23, 2016

## SUMMARY:

This item requests approval of compensation plan for the 2016-17 fiscal year. Backup information prepared by Ann Patton (Texas Association of School Board's Senior Compensation Consultant) is attached for your review. This recommendation will include two parts: a general pay increase for all employees and an equity adjustment for those employees whose current salary is below market. The recommended general pay increase will be 2% of the midpoint in each pay grade for all employees (exceptions would be those employees that have surpassed the maximum salary in their pay grade; thus a 1% of the midpoint will apply to their compensation). Each teacher, nurse, and librarian will receive a minimum \$1,200 salary increase.

## Board Goal:

### Human Resources...In pursuit of excellence, the district will:

- recruit, select, employ and retain teachers in every classroom because of substantive experience in the discipline they teach, rather than in auxiliary functions
- maintain a diverse workforce with respect to qualifications, expertise, and commitment to excellence

## PREVIOUS BOARD ACTION:

The Board of Trustees has taken no action on this topic.

## BACKGROUND INFORMATION:

The following are compensation recommendations for 2016-17:

- Increase the starting teaching salary to \$51,000. Provide a 2% at midpoint general pay increase for all continuing teachers.
- This includes a minimum \$1,200 pay increase for all teachers, nurses, and librarians.
- The attached document addresses all other employee groups.

## FISCAL IMPLICATIONS:

### The employee groups general pay increase (raises) would be as follows:

- |  |                            |
|--|----------------------------|
| • Teachers, Librarians & Nurses (RNs)    | \$1,200 pay increase       |
| • Administrative/Professional            | 2.0% of pay range midpoint |
| • Information Technology                 | 2.0% of pay range midpoint |
| • Clerical/Paraprofessional              | 2.0% of pay range midpoint |
| • Auxiliary                              | 2.0% of pay range midpoint |
| <b>Subtotal for General Pay Increase</b> | <b>\$3,739,701</b>         |

### Implementation of the following Equity Adjustments:

#### Teachers, Librarians, & Nurses (RNs)

Schedule adjustments in years 22, 23 & 24. \$ 3,910

#### Administrative/Professional

Adjustments to at least pay range minimum \$ 12,413  
Additional adjustments for equity in the Market \$ 93,312  
Equity with MA teacher rate \$ 3,601

#### Information Technology

Additional adjustments for equity in the market \$ 62,301

#### Clerical/Paraprofessional

Additional adjustments for equity in the Market \$ 192,917

#### Auxiliary

Adjustments to 0.5% pay range minimum \$ 6,560  
Additional adjustments for equity in the Market \$ 26,439

**Subtotal to Implement Equity Adjustments \$401,453**

**BENEFIT OF ACTION:**

This action will allow all compensation changes to be retroactive for (12 month) employees and (11 month) employees for September pay roll. This action will also provide a minimum 2% of the midpoint compensation increase to all employee groups.

**PROCEDURAL AND REPORTING IMPLICATIONS:**

N/A

**PUBLIC COMMENT RECEIVED:**

N/A

**ALTERNATIVES:**

No alternatives are presented at this time

**OTHER COMMENTS:**

N/A

**SUPERINTENDENT'S RECOMMENDATION:**

The superintendent recommends a general 2% of the midpoint pay increase for all employees and the attached equity adjustments for certain employee groups.

**STAFF PERSONS RESPONSIBLE:**

Dr. Jamie Wilson, Superintendent of Schools  
Dr. Richard Valenta, Deputy Superintendent  
Ms. Debbie Monschke, Assistant Superintendent of Administrative Services

**ATTACHMENT:**

Summary of Cost Estimates for 2016-17: Model (2) 2% General Pay Increase

**APPROVAL:**

Signature of Staff Member Proposing Recommendation: \_\_\_\_\_

Comments: \_\_\_\_\_

Signature of Divisional Assistant Superintendent: \_\_\_\_\_

Comments: \_\_\_\_\_

Signature of Superintendent: \_\_\_\_\_

Comments: \_\_\_\_\_