

**RIVER ROAD INDEPENDENT SCHOOL DISTRICT  
BOARD OF EDUCATION  
AMARILLO, TEXAS**

**Date:** Monday, Dec. 12, 2011                      **Related Page(s):** This page +2

**Subject:** 2012-13 Professional Hiring              **Presented By:** Mike Hodgson,  
Schedule and all other staff                              Business Manager  
salary increases.

**ACTION**

**BACKGROUND INFORMATION:**

Attached you will find a proposed certified staff hiring schedule (for teachers, librarians, counselors, and nurses) for 2012-13. The increase we propose is a midpoint increase and is similar to what Amarillo ISD does, giving all employees (except those at the top of the salary scale) the same dollar amount increase. The increase we propose is an \$1,100 increase over what each employee is making currently. This represents a 2.667% increase above the midpoint of our current hiring schedule.

For non-certified staff and for administrators, we are recommending a 2.667% increase. A salary matrix for clerical, maintenance, para-professionals and food service employees is attached that reflects this percentage.

It is the intent that these salary increases be approved at tonight's meeting and communicated now, with the understanding that the increases will not become effective until next school year.

**PRESENTATION/PURPOSE:**

This is a presentation of a proposed 2012-2013 Professional Hiring Schedule for Teachers, Librarians, Counselors and Nurses, and of a 2.667% salary increase (and the associated salary matrix) for all other staff.

**BOARD ACTION REQUESTED:**

It is requested that the Board approve the following:

1. Approve the proposed Professional Hiring Schedule for 2012-13 for certified staff (an \$1,100 increase.)
2. Approve a 2.667% salary increase for all other staff.
3. Approve the salary matrix for 2012-13 for clerical, maintenance, paraprofessionals, and food service staff that reflects this 2,667% increase.
4. Please note, these approvals do NOT apply to the Superintendent's salary.

**RIVER ROAD INDEPENDENT SCHOOL DISTRICT**  
**2011-2012 Approved, 2012-2013 Proposed Professional Hiring Schedule**  
**(for Teachers, Librarians, Counselors, and Nurses)**

Years of Experience	District 2011 - 2012 Approved Professional Hiring Schedule	2012 - 2013 Proposal (Increase = \$1,100: 2.667% of Midpoint)	% Increase vs. Prev. Year Salary
0	\$35,060	\$35,660	
1	\$35,060	\$36,160	3.14%
2	\$35,720	\$36,160	3.14%
3	\$36,290	\$36,820	3.08%
4	\$36,790	\$37,390	3.03%
5	\$36,940	\$37,890	2.99%
6	\$37,290	\$38,040	2.98%
7	\$37,850	\$38,390	2.95%
8	\$38,220	\$38,950	2.91%
9	\$38,325	\$39,320	2.88%
10	\$38,440	\$39,425	2.87%
11	\$38,755	\$39,540	2.86%
12	\$39,625	\$39,855	2.84%
13	\$40,475	\$40,725	2.78%
14	\$41,265	\$41,575	2.72%
15	\$42,035	\$42,365	2.67%
16	\$42,745	\$43,135	2.62%
17	\$43,425	\$43,845	2.57%
18	\$44,065	\$44,525	2.53%
19	\$44,665	\$45,165	2.50%
20	\$45,245	\$45,765	2.46%
21	\$45,785	\$46,345	2.43%
22	\$46,285	\$46,885	2.40%
23	\$46,785	\$47,385	2.38%
24	\$47,285	\$47,885	2.35%
25	\$47,785	\$48,385	2.33%
26	\$48,285	\$48,885	2.30%
27	\$48,785	\$49,385	2.28%
28+	\$49,761	\$49,885	2.25%
		\$49,885	0.25%

The River Road Independent School District Board of Trustees adopted the 2011-12 Professional Hiring Schedule at their duly called meeting on June 13, 2011 and the 2012-13 Professional Hiring Schedule on \_\_\_\_\_.

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 2012-2013 Hourly Pay Rate Matrix (2.667% Increase)**

Grade	Step									
	1	2	3	4	5	6	7	8	9	10
2	N/A	N/A	7.27	7.46	7.62	7.77	7.93	8.09	8.25	8.42
3	7.57	7.77	7.93	8.08	8.24	8.41	8.57	8.74	8.91	9.09
4	8.19	8.41	8.57	8.75	8.92	9.10	9.28	9.47	9.66	9.85
5	8.86	9.10	9.28	9.47	9.65	9.85	10.04	10.24	10.44	10.65
6	9.59	9.85	10.04	10.25	10.45	10.66	10.87	11.09	11.31	11.54
7	10.38	10.66	10.87	11.09	11.31	11.54	11.77	12.01	12.25	12.50
8	11.24	11.54	11.77	12.00	12.24	12.48	12.73	12.98	13.24	13.50
9	12.16	12.48	12.73	12.99	13.24	13.51	13.78	14.06	14.34	14.63
10	13.16	13.51	13.78	14.06	14.33	14.62	14.91	15.21	15.51	15.82
11	14.24	14.62	14.91	15.20	15.51	15.82	16.14	16.46	16.79	17.13
12	15.41	15.82	16.14	16.46	16.79	17.12	17.46	17.81	18.17	18.53
13	16.68	17.12	17.46	17.81	18.17	18.53	18.90	19.28	19.67	20.06
14	18.05	18.53	18.90	19.28	19.67	20.06	20.46	20.87	21.29	21.72
15	19.54	20.06	20.46	20.87	21.29	21.71	22.15	22.59	23.04	23.50
16	21.15	21.71	22.15	22.59	23.04	23.50	23.97	24.45	24.94	25.44
17	22.89	23.50	23.97	24.46	24.95	25.45	25.96	26.48	27.01	27.55
18	24.79	25.45	25.96	26.49	27.02	27.57	28.12	28.68	29.25	29.84
19	26.85	27.57	28.12	28.69	29.26	29.85	30.44	31.05	31.67	32.30

**RRISD 2012-2013 Daily Pay Rate Matrix (Based on 8 hours/day)**

Grade	Step									
	1	2	3	4	5	6	7	8	9	10
2	N/A	N/A	58.16	59.68	60.96	62.16	63.44	64.72	66.00	67.36
3	60.56	62.16	63.44	64.64	65.92	67.28	68.56	69.92	71.28	72.72
4	65.52	67.28	68.56	70.00	71.36	72.80	74.24	75.76	77.28	78.80
5	70.88	72.80	74.24	75.76	77.20	78.80	80.32	81.92	83.52	85.20
6	76.72	78.80	80.32	82.00	83.60	85.28	86.96	88.72	90.48	92.32
7	83.04	85.28	86.96	88.72	90.48	92.32	94.16	96.08	98.00	100.00
8	89.92	92.32	94.16	96.00	97.92	99.84	101.84	103.84	105.92	108.00
9	97.28	99.84	101.84	103.92	105.92	108.08	110.24	112.48	114.72	117.04
10	105.28	108.08	110.24	112.48	114.64	116.96	119.28	121.68	124.08	126.56
11	113.92	116.96	119.28	121.60	124.08	126.56	129.12	131.68	134.32	137.04
12	123.28	126.56	129.12	131.68	134.32	136.96	139.68	142.48	145.36	148.24
13	133.44	136.96	139.68	142.48	145.36	148.24	151.20	154.24	157.36	160.48
14	144.40	148.24	151.20	154.24	157.36	160.48	163.68	166.96	170.32	173.76
15	156.32	160.48	163.68	166.96	170.32	173.68	177.20	180.72	184.32	188.00
16	169.20	173.68	177.20	180.72	184.32	188.00	191.76	195.60	199.52	203.52
17	183.12	188.00	191.76	195.68	199.60	203.60	207.68	211.84	216.08	220.40
18	198.32	203.60	207.68	211.92	216.16	220.56	224.96	229.44	234.00	238.72
19	214.80	220.56	224.96	229.52	234.08	238.80	243.52	248.40	253.36	258.40