



UNITED INDEPENDENT SCHOOL DISTRICT

AGENDA ACTION ITEM

TOPIC: Discussion / Action re: Teacher Base Salary Schedule for 2012-2013 School/Work Year

SUBMITTED BY: David Garcia, Assistant Superintendent **OF:** Human Resources Department

APPROVED FOR TRANSMITTAL TO SCHOOL BOARD: _____

DATE ASSIGNED FOR BOARD CONSIDERATION: June 27, 2012

RECOMMENDATION:

Administration is recommending for your review and consideration the proposed Teacher Base Salary Schedule for the 2012-13 school year. The Administration is recommending that the salaries for this employee group be frozen for the upcoming school year.

RATIONALE:

At present, the adopted Teacher Salary schedule exceeds the State minimum pay schedule as required by Education code 21.402, "Minimum Salary Schedule for Certain Professional Staff." Our Teacher pay schedule also includes: Classroom Teachers and Nurses (RN).

BUDGETARY INFORMATION:

Due to the current financial shortfall as provided by the State for school year 2012-13.

BOARD POLICY REFERENCE AND COMPLIANCE:

DEA (Legal) and DEA (Local), Texas Education code 21.402

UNITED INDEPENDENT SCHOOL DISTRICT
Comparison of 11-12 and Proposed 12-13 Teacher Pay Scales

Years of Creditable Service	2011-2012	Years of Creditable Service	PROPOSED 2012-2013
		0	42,500
1	43,000		
2	43,800	2	43,000
3	44,700	3	43,800
4	45,225	4	44,700
5	45,725	5	45,225
6	46,025	6	45,725
7	46,425	7	46,025
8	46,725	8	46,425
9	47,025	9	46,725
10	47,325	10	47,025
11	47,625	11	47,325
12	47,925	12	47,625
13	48,225	13	47,925
14	48,525	14	48,225
15	49,275	15	48,525
16	49,875	16	49,275
17	50,375	17	49,875
18	51,175	18	50,375
19	51,895	19	51,175
		20	51,895
21	53,546		
22	54,941	22	53,546
23	56,041	23	54,941
24	56,941	24	56,041
25	57,441	25	56,941
26	57,741	26	57,441
27	58,325	27	57,741
28	58,985	28	58,325
29	59,715	29	58,985
30	60,295	30	59,715
31	60,853	31	60,295
32	61,461	32	60,853
33	61,961	33	61,461
34	62,141	34	61,961
35	62,444	35	62,141
36	62,929	36	62,444
37	63,500	37	62,929
38	64,000	38	63,500
39	64,300	39	64,000
40	64,500	40	64,300