

**Beeville ISD**  
**BOARD OF TRUSTEES**

Date: May 16, 2017 Presented By: Dr. Puig  
Subject: 2017-2018 Salary Proposal Related Page(s) 10

## **Action**

**BACKGROUND INFORMATION:**

This proposed action is in accordance with our BISD Strategic Plan, *Objective 3.1: Increase pool of high-quality teacher candidates and secure top talent; and Strategy 3.1.3.: Develop strong, competitive starting compensation for teachers.*

Based on our recent TASB salary study, administration recommends moving forward with the attached salary proposal for 2017-18. Below is a summary of the key components of said proposal:

1. Increase starting teacher pay and provide general pay increase (GPI) to all continuing teachers:
  - 3.0% for teachers = \$1,450 for all continuing teachers
2. Adopt general pay increases (GPI) to maintain market position:
  - 3.0% of midpoint for all non-teacher job groups
3. Implement pay structure adjustments to align with market:
  - Strong starting salaries
  - Midpoints aligned with market
4. Provide adjustments to address market differences and maintain pay equity
5. Maintain salaries at current rates for employees currently earning above new pay grade maximums
6. Annually review district compensation plan and update as needed to maintain market competitiveness

**RECOMMENDATION:** Approval

**BOARD ACTION REQUIRED:**

I move that the Board approve the 2017-2018 Salary Proposal.