

## Action Item D.2.f

### Employee Raises 2013-2014

**Background:** During the budgeting process with the board of trustees, the board indicated they would like to give a 1.5% raise to employees for the 2013-2014 school year. After all employees were included in the budget along with payroll benefits, a **1.5% general pay increase** (\$114,032) was added. Teachers were in the 90th percentile prior to the increase. In addition to the general pay increase, \$51,840 was added to **supplement insurance increases** scheduled to begin in January of 2014 (offsetting increased cost that could be passed on to the employee). Also, the proposed budget maintains the "**Insurance Christmas Supplement**" that has been given to employees the past few years (\$500 to each employee - \$110,000) and it maintains the "**Personal Day Reimbursement Optional Benefit**" where employees are reimbursed for personal days not used (\$72,000). The optional benefits including the 1.5% general pay increase totals approximately \$348,000 or a 4.5% compensation benefit. The proposed 2013-14 Mineola ISD School Budget remains balanced without a tax increase with the 1.5% salary increase.

**Recommendation:** The superintendent recommends approval of the 1.5% general pay increase for 2013-2014.

**Sample Motion:**

"I move the approval of a 1.5% raise for employees of Mineola ISD to be included in the final budget for 2013-2014."