

No. _____



UNITED INDEPENDENT SCHOOL DISTRICT INFORMATIONAL ITEM

TOPIC: Presentation/Discussion re: Pay Equity Adjustments to Administrators

SUBMITTED BY: Roberto J. Santos **OF:** Superintendent

APPROVED FOR TRANSMITTAL TO SCHOOL BOARD: _____

DATE ASSIGNED FOR BOARD CONSIDERATION: Feb. 24, 2009

RECOMMENDATION:

RATIONALE:

BUDGETARY INFORMATION:

BOARD POLICY REFERENCE AND COMPLIANCE:



UNITED INDEPENDENT SCHOOL DISTRICT

Mr. David Garcia,
Assistant Superintendent for Human Resources

To: UISD Board of Trustees
From: David Garcia, Assistant Superintendent for Human Resources
Date: February 20, 2009

Subject: **ADMINISTRATIVE / PROFESSIONAL 2008-2009 REPORTS**

Attached you will find the following reports for the 2008-2009 Administrative / Professional employee group for the Business/Operations and the Certified Educators.

- Job Classifications
- Annual Salary / Stipend Pay
- Pay Equity Adjustments

If you should have any questions, please contact me. Thank you.

**ADMINISTRATIVE / PROFESSIONAL
2008-2009**

**BUSINESS/OPERATIONS GROUP
AND CERTIFIED EDUCATOR GROUP**

JOB CLASSIFICATIONS

2008-2009 Administrative/Professional Compensation Plan
Business Operations Group
United ISD

<u>Pay Grade</u>	<u>Classifications</u>	<u>Pay Grade</u>	<u>Classifications</u>
<u>1</u>	Accountant, Activity Funds Accountant, Budget Accountant, Fixed Assets Accountant, Food Service Accountant, Staff Auditor, Staff District Translator Lieutenant Officer, Facilities Officer, Fixed Assets Officer, Leaves / Absences Officer, Operations - Police Department Officer, Procurement Officer, Safety Officer, Textbook Officer, Transportation 504	<u>4</u>	Agent, Purchasing Manager, Accounting Manager, Budget Manager, Bond Manager, Facilities Maintenance and Operations Manager, Food Service Accounting Manager, Food Service Operations Manager, Risk
<u>2</u>	Dietician Specialist, Claims Specialist, Communications Specialist, Computer Support Specialist, Food Production	<u>5</u>	Analyst, Administrative Services Systems Analyst, Student Information Services Systems Supervisor, Network Systems Supervisor, PEIMS Supervisor, Support Services Supervisor, Telecommunications Supervisor, Transportation Fleet Supervisor, Transportation Operations
<u>3</u>	Accountant, Senior Auditor, Senior Analyst / Programmer, Database Analyst, PEIMS Database Analyst, Transportation Planning Captain, Field Operations Designer, Web Planner, District Specialist, Network Operations - LAN/WAN Specialist, Network Operations - Voice Systems Specialist, Tax	<u>6</u>	Chief of Police Director, Accounting Director, Communications Director, Compensation Director, Construction Director, Energy Management Director, Fixed Assets Director, Food Service Director, Maintenance/Operations Director, Purchasing Director, Risk Management Director, Technology Services Internal Auditor Tax Assessor-Collector
		<u>7</u>	Executive Director, Support Services Executive Director, Technology Executive Director, Transportation
		<u>8</u>	Assistant Superintendent, Finance Assistant Superintendent, Facilities/Construction/Stu Svcs

**2008-2009 Administrative/Professional Compensation Plan
Certified Educator Group
United ISD**

<u>Pay Grade</u>	<u>Classifications</u>	<u>Pay Grade</u>	<u>Classifications</u>
<u>1</u>	Facilitator, Gang Intervention	<u>5</u>	Assistant Principal, High School Evaluator, District Data
<u>2</u>	Counselor - Elementary Counselor, Even Start Counselor, GEAR-UP Counselor, Middle School Counselor, PEP (Pregnancy, Education, Parenting) Social Worker Specialist, Behavior Intervention Specialist, Campus Activity Specialist, Librarian Media Specialist, Orientation & Mobility Education		Instructional Coordinator - Bilingual/ESL/Dual Language/For/Lang Instructional Coordinator - English Language Learner Instructional Coordinator - CATE (Career and Technical Education) Instructional Coordinator - Dyslexia / 504 Instructional Coordinator - Early Childhood/Literacy Instructional Coordinator - Federal Programs Instructional Coordinator - Gifted & Talented / Advanced Academics Instructional Coordinator - Instructional Technology/Online Curr Instructional Coordinator - Reading 1st Instructional Coordinator - Special Education Instructional Coordinator - Special Education Instructional Instructional Coordinator - Testing Regular Program Instructional Coordinator - Testing Special Education Instructional Coordinator - ELA/Reading Instructional Coordinator - Language Arts Instructional Coordinator - Mathematics Instructional Coordinator - PEIMS Instructional Coordinator - Pregnancy, Education, Parenting (PEP) Instructional Coordinator - Reading/Reading Recovery Instructional Coordinator - Science Instructional Coordinator - Social Studies
<u>3</u>	Counselor, High School Counselor, Itinerant Counselor, Substance Abuse Diagnostician Grant Writer Instructor for the Visually Impaired Program Coordinator, After School Childcare Program Coordinator, Certification Program Coordinator, Even Start Program Coordinator, Instructional Technology Program Coordinator, Migrant Services Program Coordinator, NCLB Program Coordinator, State Compensatory Pathologist, Speech Pathologist, Assistant Speech Language Therapist, Occupational Therapist, Physical	<u>6</u>	Dean, Magnet Dean, Academics Principal, Elementary
<u>4</u>	Assistant Principal, Elementary / Middle School Coordinator - Head Football Coach District Coordinator - Athletics District Coordinator - Athletics / Physical Education District Coordinator - Fine Arts District Coordinator - Recruiter	<u>7</u>	Assistant to Superintendent Director, Alternative Education Program Director, Athletics Director, Bilingual/ESL/Dual Language Director, Budget/Itinerant Staff/Compliance/Contracted Services Director, Career and Technology Education / U.I.L. Director, Student Relations / Discipline Management Director, Student Affairs / Dropout Recovery Director, Employee Relations Director, Fine Arts Director, Gifted/Talented/Advanced Academics Director, Grants Administration Director, Guidance & Counseling Director, Health Services Director, Human Resources Director, Instructional Improvement and State Assessment Director, Staff Dev/Prof Dev/Sp Proj/Library Sci Program Evaluator / Administrator of District Initiatives Principal, Middle School Psychologist, Licensed Specialist in School (LSSP)
		<u>8</u>	Executive Director, Campus Intervention Executive Director, Special Education Executive Director, Elementary Education Executive Director, State and Federal Programs Executive Director, Instructional Accountability Executive Director, Secondary Education Executive Director, Student Services Principal, High School
		<u>9</u>	Assistant Superintendent, Human Resources
		<u>10</u>	Associate Superintendent for Student Support Services Associate Superintendent for Curriculum & Instruction

PAY EQUITY ADJUSTMENTS FOR

CERTIFIED / EDUCATOR GROUP

AND

BUSINESS/OPERATIONS GROUP

2008-2009

UNITED INDEPENDENT SCHOOL DISTRICT
PAY EQUITY ADJUSTMENT FOR CERTIFIED ADMINISTRATORS, 2008-2009

ELEMENTARY PRINCIPALS - (Pay Grade 6, 218 Days)

	Completed Years as of 07-08		Base Salary	Equity + Adj	Total Base = Salary	Stipend + Leadership	Stipend + Priority	=	Total 08-09 Salary/Stipends
	Principal Only	Total Education							
Linda Castillo	0	17	76,720		76,720				76,720
Maria Elva Campos	1	27	77,021		77,021				77,021
Abraham Rodriguez III	1	15	77,021		77,021				77,021
Clarissa Flores	2	14	77,021	300	77,321	3000			80,321
Dinorah Wickstrom	2	24	79,615		79,615				79,615
Cordelia Gutierrez	3	14	77,021	600	77,621				77,621
Claudia Dovalina-Guzman	3	15	77,021	600	77,621				77,621
Sylvia Ruiz	3	18	77,021	600	77,621				77,621
Claudia Benavides	3	15	77,021	600	77,621				77,621
Patricia Lanas	3	19	77,021	600	77,621				77,621
Anna Wirsching	3	30	79,615		79,615	3000			82,615
Thelma Martinez	4	21	78,811	504	79,315	3000	3500		85,815
Mayra Solorio	4	20	79,615		79,615	3000			82,615
Linda Vera	4	30	79,777		79,777				79,777
Melissa Cruz	6	18	79,615		79,615	3000	3500		86,115
Anna Torres	6	19	79,615		79,615				79,615
Maria Viloria	6	19	79,615		79,615	3000	2250		84,865
Cynthia Rodriguez	6	20	79,615		79,615				79,615
Eloisa Diaz	6	29	79,615		79,615				79,615
Maria Aguilar	7	16	79,886	29	79,915	3000	2250		85,165
Myrtha Villarreal	9	17	79,888	627	80,515				80,515
Maria Arambula	9	17	79,888	627	80,515	3000	2250		85,765
David Garza	9	28	83,031		83,031				83,031
Fernando Garcia	10	29	83,400		83,400	3000	3500		89,900
Sylvia Reash	11	26	81,941		81,941	3000	2250		87,191
Zulema Gutierrez	14	27	83,143		83,143				83,143
Juanita Zepeda	20	35	92,043		92,043	3000	2250		97,293

MIDDLE SCHOOL PRINCIPALS/DIRECTORS/ASST TO SUPT - (Pay Grade 7, 218 Days)

	Completed Years as of 07-08		Base Salary	Equity + Adj	Total Base = Salary	Stipend + Leadership	Stipend + Priority	=	Total 08-09 Salary
	Principal/Position Only	Total Education							
Eduardo Garza	0	18	75,300		75,300	3000			78,300
Cynthia Aguilar	0	25	78,771	1,153	79,924				79,924
David Canales	1	19	83,701		83,701				83,701
Armando Salazar	2	15	80,336	880	81,216	3000	2250		86,466
Rene Rodriguez	2	22	80,336	880	81,216				81,216
David Homar Gonzalez	3	17	80,336	880	81,216				81,216
Selma Santos	4	33	80,910	880	81,790				81,790
Ray Gonzalez	5	14	80,336	880	81,216				81,216
Adriana Ramirez	5	19	80,336	880	81,216	3000			84,216
Gerardo Gonzalez	5	19	81,292	824	82,116	3000	3500		88,616
Guadalupe Gomez	7	27	84,615		84,615	3000	3500		91,115
Gloria Rendon	9	20	86,699	1,000	87,699				87,699

HIGH SCHOOL PRINCIPALS - (Pay Grade 8, 226 Days)

	Completed Years as of 07-08		Base Salary	Equity + Adj	Total Base = Salary	Stipend + Leadership	Stipend + Priority	=	Total 08-09 Salary
	Principal Only	Total Education							
Elva Margarita Martinez	0	15	90,000	851	90,851	3000	3500		97,351
Roylin Wilson	6	16	99,004		99,004	3000			102,004
Dolores Barrera	11	29	94,734	1,200	95,934				95,934
Alberto Aleman	13	33	99,004		99,004				99,004

UNITED INDEPENDENT SCHOOL DISTRICT
PAY EQUITY ADJUSTMENT FOR BUSINESS/OPERATIONS ADMINISTRATORS, 2008-2009

Last Name	First Name	Job Title	Pay Grade	Contract Days	Base Salary	Pay Equity	Total Salary 08-09
GONZALEZ	PATRICIA M	DIRECTOR, COMPENSATION	6	226	76,855.56		76,855.56
CRUZ	RENE F	DIRECTOR, TECHNOLOGY SERV	6	226	76,856.63		76,856.63
ALANIZ	IGNACIO	DIRECTOR, CONSTRUCTION	6	226	76,618.26	238.37	76,856.63
DAVILA	JUAN ANGEL	DIRECTOR, MAINTENANCE/OPER	6	226	76,618.26	238.37	76,856.63
TREVINO	CESAR	DIRECTOR, ENERGY MGMT	6	226	76,618.26	238.37	76,856.63
FARABOUGH	NORMA C	TAX ASSESSOR-COLLECTOR	6	236	80,256.22		80,256.22
FLORES	CORDELIA H	DIRECTOR, PURCHASING	6	226	82,653.16		82,653.16
FLORES	SAMUEL D	DIRECTOR, ACCOUNTING	6	226	83,083.39	1,000.00	84,083.39
CARLSON	SUSAN ELIZABETH	DIRECTOR, COMMUNICATIONS	6	226	83,661.25		83,661.25
STAHL	MARTA G	INTERNAL AUDITOR	6	226	84,637.71		84,637.71
GONZALEZ	MARIA C	DIRECTOR, FIXED ASSETS	6	226	89,216.87		89,216.87
CHAPA	ROBERT	DIRECTOR, RISK MANAGEMENT	6	226	90,214.64		90,214.64
RAMIREZ	ADALBERTO	DIRECTOR, FOOD SERVICES	6	226	101,030.69		101,030.69
GARZA	JOSEPH MICHAEL	EXECUTIVE DIRECTOR, SUPPT SRV	7	226	85,436.55		85,436.55
ARANDA	JOSE	EXECUTIVE DIRECTOR, TRANSP	7	226	90,349.20	1,200.00	91,549.20
PEREZ	HECTOR JUAN	EXECUTIVE DIRECTOR, TECHN	7	226	99,644.71		99,644.71