



## SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

### Agenda Item Summary

Meeting Date: June 6, 2016

Purpose: ☐ Report Only ☐ Recognition ☒ Discussion/ Possible Action

Presenter(s): Abelardo Saavedra

#### Item Title:

Pursuant to Directive #7, issued on May 12, 2016, by Conservator Dr. Judy Castleberry, “. . . the Board is directed to take action . . . on the issue of stipends for teachers with master’s degrees who were employed by the District prior to June 21, 2006. The action shall include acceptance of the Administration’s recommendation, or ratification of previous Board action with clarification requested by the administration, or new action that will provide the information needed by the Administration for the budgeting process.”

#### Description:

The Administration recommends that the Board approve one of the following options, that will meet the requirements of Directive #7:

**Option 1:** The Board approves the recommendation of the Administration that no additional compensation should be approved at this time for this group of teachers with master’s degrees, hired on or before June 21, 2006. If option 1 is approved, this group of teachers will remain on the same teacher salary scale and the same master’s degree stipend schedule, as all other district teachers with master degrees. There is no additional cost to the district if this option is approved.

**Option 2:** This option provides a one time stipend to this group of master degreed teachers/counselors that were hired on or before June 21, 2006. This one time stipend will be equal to the master’s degree stipend that each of these teachers/counselors received for the 2014-15 school year. This one time stipend will range from \$2039 to \$7539. If this option is approved, the District will need to increase the 2016-17 budget by \$457,277.

**Option 3:** This option is the same as option 2 above, but it subtracts an amount equal to the master’s degree stipend that these teachers received during the 2015-16 school year. The amount that will be subtracted is either \$1,200 or \$2,000. The cost of this option is approximately \$357,000.

**Option 4:** This option places these teachers on the same salary scale (plus a 2% increase to the market median) and the same master’s degree stipend schedule that these teachers were on in the 2014-15 school year. This option recreates the compensation program these teachers were on during 2014-15 school year. There is no additional cost to the district with this option and there is no loss or gain of compensation for these teachers/counselors.

If the Board so desires, the Board may consider any other option that meets the requirements of the Conservator’s Directive #7.

District Goal:

Goal 5 We will prioritize district revenues to guide student future choices.

Funding Budget Code and Amount:

CFO Approval

Dependent on option selected.

APPROVAL ROUTE

SIGNATURE

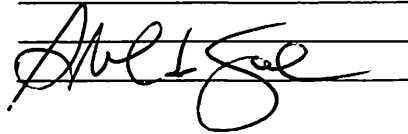
DATE

Principal/Director:

Executive Director:

Chief Administrator:

Superintendent:



6-3-2016