

Executive Summary

2014-15 Salary Recommendation

August 12, 2014

Board Goal:

Human Resources...In pursuit of excellence, the district will:

- recruit, select, employ and retain teachers in every classroom because of substantive experience in the discipline they teach, rather than in auxiliary functions maintain a diverse workforce with respect to qualifications, expertise, and commitment to excellence

Purpose of Report

- The purpose of this report is to provide the trustees with background information for the recommended 2014-2015 compensation plan

Objectives

- To allow all compensation changes to be retroactive for July (12 month) employees and reflected in all August (11 month) employee pay period compensation. This action will also provide a minimum 2% of the midpoint compensation increase to all employee groups.

Operational Impact

The employee groups general pay increase (raises) would be as follows:

- | | |
|--|----------------------------|
| • Teachers, Librarians & Nurses (RNs) | \$1,225 pay increase |
| • Administrative/Professional | 2.0% of pay range midpoint |
| • Information Technology | 2.0% of pay range midpoint |
| • Clerical/Paraprofessional | 2% of pay range midpoint |
| • Auxiliary | 2.0% of pay range midpoint |
| Subtotal for General Pay Increase | \$3,489,149.00 |

Implementation of the following Equity Adjustments:

Teachers, Librarians, & Nurses (RNs)	
Schedule adjustments in years 16, 17, 18, & 23	\$ 27,948

Administrative/Professional	
Adjustments to at least pay range minimum	\$ 17,264
Additional adjustments for equity in the Market	\$174,911
Equity with MA teacher rate	\$ 9,624
1.0 of pay range midpoint increase (over max)	\$ 2,276

Information Technology	
Additional adjustments for equity in the Market	\$ 12,930

Clerical/Paraprofessional	
Adjustments to at least pay range minimum	\$ 9,992

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Additional adjustments for equity in the Market	\$ 57,482
1.0 of pay range midpoint increase (over max)	\$ 3,233
Auxiliary	
Adjustments to at least pay range minimum	\$ 4,202
Additional adjustments for equity in the Market	\$ 61,309
1.0 of pay range midpoint increase (over max)	\$ 3,363
Athletic Stipends	
Adjustments to current stipend plan for Title IX equity	\$ 40,000
Subtotal to Implement Equity Adjustments	\$415,662

Results

This compensation plan allows the district to remain competitive in the marker of the 15 school districts within the DISD comparison group. In addition, equity adjustments are included to moving certain pay groups and families closer the market.

Other Options

No other options are presented at this time.