



UNITED INDEPENDENT SCHOOL DISTRICT AGENDA ACTION ITEM

TOPIC: Discussion/Action to Freeze Employee Pay Scale Due to Loss of Enrollment and Budget

Constraints

SUBMITTED BY: David H. Garcia, Associate Superintendent **OF:** Human Resources Department

APPROVED FOR TRANSMITTAL TO SCHOOL BOARD: _____

DATE ASSIGNED FOR BOARD CONSIDERATION: August 10, 2021

RECOMMENDATION:

Administration is recommending for your review and consideration the proposed Teacher Base Salary Schedule for the 2021-2022 school year. The Administration is recommending that the salaries remain unchanged for the upcoming school year.

RATIONALE:

At present, the adopted Teacher Salary Schedule exceeds the State minimum pay schedule as required by Education code 21.402, "Minimum Salary Schedule for Certain Professional Staff". The Teacher pay schedule includes: Classroom Teachers and Nurses.

BUDGETARY INFORMATION:

Due to the anticipated financial shortfall as provided by the State for school year 2021-2022.

POLICY REFERENCE & COMPLIANCE:

DEA (Legal) and DEA (Local), Texas Education code 21.402



PROPOSED

United Independent School District Teacher Base Salary Schedule and Stipend Pay School Year 2021-2022

ADDITIONAL STIPEND PAY		
Master's Degree	\$	1,000
Doctorate Degree	\$	2,000
Career Ladder II	\$	1,825
Career Ladder III	\$	3,650

CRITICAL SHORTAGE AREAS		
Math (Secondary Level)	\$	2,500
Science (Secondary Level)	\$	2,500
Special Education:		
Self Contained	\$	4,000
Elem. Resource	\$	700
Secondary Res.	\$	900

PRIORITY STIPEND		
Professional Assignment	\$	3,500
Campuses:		
Lyndon B. Johnson High	Juarez-Lincoln Elem	
Salvador Garcia Middle	Kennedy-Zapata Elem	
Lamar Bruni Vergara Middle		

PRIORITY II STIPEND		
Professional Assignment	\$	2,250
Campuses:		
Los Obispos Middle	Raul Perales Middle	
Arndt Elem	Perez Elem	
Centeno Elem	Prada Elem	
Freedom Elem	Roosevelt Elem	
	Veterans Memorial Elem	

Years of Creditable Service	BASE SALARY - BACHELOR'S DEGREE
0	\$ 50,200
1	\$ 50,200
2	\$ 50,200
3	\$ 51,800
4	\$ 52,500
5	\$ 54,100
6	\$ 54,200
7	\$ 55,100
8	\$ 55,900
9	\$ 56,450
10	\$ 56,550
11	\$ 56,980
12	\$ 57,828
13	\$ 58,782
14	\$ 59,339
15	\$ 59,869
16	\$ 60,187
17	\$ 60,611
18	\$ 60,929
19	\$ 61,247
20	\$ 61,565
21	\$ 61,883
22	\$ 62,201
23	\$ 62,519
24	\$ 62,837
25	\$ 63,632
26	\$ 64,268
27	\$ 64,798
28	\$ 65,646
29	\$ 66,409
30	\$ 67,257

This salary schedule applies to the 2021-22 school year only. Future salaries cannot be predicted from this schedule. New salary schedules are developed each school year. Salary and stipends are based on a 187 day work schedule. Employees may be paid more than the amounts shown due to extended work days/workdays. Nurses (RN) are paid based on this schedule with extended workdays.

Board Approved _____