



BOARD OF SCHOOL TRUSTEES

KELLER INDEPENDENT SCHOOL DISTRICT

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2C. Action

TO: BOARD OF SCHOOL TRUSTEES

DATE: August 9, 2004

ACTION: APPROVAL OF EMPLOYEE COMPENSATION PLAN

Attached are the recommended salary schedules for teachers and administrative/professional, paraprofessional/clerical, technical support, and manual trade employees. All pay grades will have a 1.5% structure change. All employees will receive at least a 3% raise.

Teacher Scale – Raise Calculation

The highlighted portion on the scale is used to explain the raise process. Using the bachelor's scale, a person last year with 9 years of experience had a base salary of \$39,998. This year with 10 years of service, the teacher's base salary is \$41,314. This movement equates to a \$1,316 salary increase from last year. The increase includes moving from one step to another. Librarians, BSRNs, and Speech Therapists without their "Cs" are included on the teacher scale. The beginning teacher's salary has been competitively set at \$37,800. The scale is for hiring purposes only and stops at 26+ years of service.

The employees on the teacher pay scale that were at 26+ years of service in 2003-2004 receive at least a 3% raise due to being at the maximum step of the teacher scale.

Administrative/Professional, Paraprofessional/Clerical, Technical Support, and Manual Trade Employees – Raise Calculation

Hiring guides were developed from mid-point scales for administrative/professional, clerical/technical, and manual trade employees. Using a 1.5% structure adjustment, at least a 3% raise is shown for each pay grade.

Stipend Schedule

The Personnel Committee and administrators made a thorough study of the Keller ISD stipend schedule this year. Comparisons were made with surrounding, like districts for market value. The Personnel Committee is recommending the attached stipend schedule for the 2004-2006 school years.

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The administration recommends that the Board of Trustees approve the employee compensation plan as presented.

Respectfully submitted,

Van Hogle
Director of Personnel