

2013-2014 Salary Recommendation

June 25, 2013

SUMMARY:

Backup information regarding the salary recommendation for the 2013-14 fiscal is provided in the Compensation Plan Review provided to the DISD Trustees on June 11, 2013. The study was conducted by Ann Patton, Senior Consultant, Texas Association of School Boards. The plan is attached for review. This recommendation will include two parts: A general pay increase for all employees and an equity adjustment for those employees whose current salary is significantly below market. The recommended general pay increase will be 2% of the midpoint in each pay grade for all employees. Each teacher, nurse and librarian will receive a minimum \$1200.00 salary increase.

BOARD GOAL:

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

- develop and expect a consistently high level of, and respect for, professional performance by all staff
- recruit, select, and employ 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
- encourage all teachers and staff to pursue advanced professional development and degrees within their specialty area
- promote health and wellness in the workforce

PREVIOUS BOARD ACTION:

The Board of Trustees has taken no action on this topic. However the topic was discussed in workshop on June 11, 2013 during the review of the TASB salary study.

BACKGROUND INFORMATION:

Among other recommendations from June 11, 2013 the following are compensation recommendations for 2013-14

- Implement a 25-step hiring schedule for teachers, RN's and librarians.
- Increase the starting salary to \$48,000. Provide a general pay increase to continuing teachers paid below the new range maximum.
- This includes a minimum \$1200.00 pay increase for all teachers, nurses and librarians.
- Eliminate the master's degree and doctorate degree schedules and pay a market-competitive stipend of \$1,750 to master's degree teachers and an additional \$1,750 to doctorate teachers. **(Hold harmless the pay to those employees whose current stipends are above the recommended amount.)**
- The attached background information addresses all other employee groups. Specifically, page 21 of the Compensation Plan Review

FISCAL IMPLICATIONS:

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

• Teachers, Librarians & Nurses (RNs)	\$1,200 pay increase
• Administrative/Professional	2.0% of pay range midpoint increase
• Information Technology	2.0% of pay range midpoint increase
• Clerical/Paraprofessional	2.0% of pay range midpoint increase
• Auxiliary	2.0% of pay range midpoint increase
Subtotal for General Pay Increase	\$3,263,022.00

Implementation of the following Equity Adjustments:

Teachers, Librarians, & Nurses (RNs)	
Schedule adjustments in years 3-13, 18, 20, 21, 23	\$596,596
Administrative/Professional	
Adjustments to 0.5% above pay range minimum	\$120,915
Equity with MA teacher rate	\$13,543
Information Technology	
Adjustments to 0.5% above pay range minimum	\$7,905
Clerical/Paraprofessional	
Adjustments to 0.5% above pay range minimum	\$113,546
Job experience equity	\$65,426
Auxiliary	
Adjustments to 0.5% above pay range minimum	\$67,010
Job experience equity	\$65,761
Subtotal to Implement Equity Adjustments	\$1,050,702.00

BENEFIT OF ACTION:

This action will allow all compensation changes to be reflected in the July pay period. This action will also provide a minimum 2% of the midpoint compensation increase to all employee groups.

ALTERNATIVES:

No alternatives are presented at this time

SUPERINTENDENT'S RECOMMENDATION:

The superintendent recommends a general 2% of the midpoint pay increase for all employees and the attached equity adjustment for certain employee groups

STAFF PERSONS RESPONSIBLE:

Dr. Jamie Wilson, Superintendent of Schools
Dr. Richard Valenta, Assistant Superintendent of Human Resources

Ms. Debbie Monschke, Assistant Superintendent of Administrative Services

ATTACHMENT:

Compensation Plan Review

APPROVAL:

Signature of Divisional Assistant Superintendent:

Signature of Superintendent:
