



# UNITED INDEPENDENT SCHOOL DISTRICT AGENDA ACTION ITEM

**TOPIC:** Action to Approve Proposed Teacher Salary Schedule for the 2020-2021 school year, including Freeze of Salaries Based upon the 2019-2020 Compensation Plan

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

**APPROVED FOR TRANSMITTAL TO SCHOOL BOARD:** \_\_\_\_\_

**DATE ASSIGNED FOR BOARD CONSIDERATION:** July 1, 2020

**RECOMMENDATION:**

Administration is recommending for your review and consideration to approve the proposed Teacher Base Salary Schedule for the 2020-2021 school year. The Administration is recommending that the salaries remain frozen 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 2020-2021.

**BOARD POLICY REFERENCE AND COMPLIANCE:**

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



# United Independent School District Teacher Base Salary Schedule and Stipend Pay

## PROPOSED School Year 2020-2021

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

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

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

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

S.T.E.P. STIPEND		
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Teaching Assignment	\$	5,000
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Years of Creditable Service	BASE SALARY - BACHELOR'S DEGREE
0	\$ 50,200
1	\$ 50,200
2	\$ 51,800
3	\$ 52,500
4	\$ 54,100
5	\$ 54,200
6	\$ 55,100
7	\$ 55,900
8	\$ 56,450
9	\$ 56,550
10	\$ 56,980
11	\$ 57,828
12	\$ 58,782
13	\$ 59,339
14	\$ 59,869
15	\$ 60,187
16	\$ 60,611
17	\$ 60,929
18	\$ 61,247
19	\$ 61,565
20	\$ 61,883
21	\$ 62,201
22	\$ 62,519
23	\$ 62,837
24	\$ 63,632
25	\$ 64,268
26	\$ 64,798
27	\$ 65,646
28	\$ 66,409
29	\$ 67,257
30	\$ 68,159

This salary schedule applies to the 2020-21 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 above due to extended workdays. Nurses (RN) are paid based on this schedule with extended workdays.

Board Approved \_\_\_\_\_