

Recommendations on Salary Increases of At-Will Employees, Professional Employees and Administrators

*I am recommending the following salary increases because of the Certified Property Value Increase. Certified Property Values for the 2011-2012 school year are \$461,000,000.00. This is an increase of \$16,000,000.00 for the previous year. The property values for the 2010-2011 school year was \$445,000,000.00. The property value estimate that we received in April of 2011 was \$405,000,000.00. The actual property values were \$56,000,000.00 above the estimate.

*At-Will Employees-"I move to rescind the motion to keep the salaries of all Waskom ISD At-Will Employees at the 2010-2011 school year amount for the 2011-2012 school year." This motion requires a second and a majority vote. "I move to increase the annual gross salary of all At-Will Employees that are not at the top of their pay chart by 3 %." This motion requires a second and a majority vote. Waskom ISD has eight At-Will Employees that are at the top of their respective pay charts. Those employees are Lynn Hornaday, Malinda Reamer, Francis Hicks, Calvin Gordon, Pam Whorton, Dottie Mercer, Nancy Dillard and Kathy Johnson. The total cost of this salary increase is \$28,680.00.

*Professional Employees-"I move to rescind the motion to keep the salaries of all Waskom ISD Professional Employees that are on the State Minimum Salary Chart at the 2010-2011 school year amount for the 2011-2012 school year." This motion requires a second and a majority vote. "I move to increase the annual gross of all Waskom ISD Professional Employees that are on the State Minimum Salary Chart by advancing each employee one step on the State Minimum Salary Chart." Waskom ISD has 19 professional employees that are at the top of the State Minimum Salary Chart. These employees are Ann Andrews, Paula Carpenter, Jack Dillard, Pat Edmundson, Ann Fields, Mary Foisy, Elizabeth Johnson, Ernestine Johnson, Deborah Lee, Jackie Lower, Lindy Lundy, Sheila Ratcliff, David Roberts, Mickey Rodgers, Tim Rogers, Carolyn Sharp, Michael Sullivan, Penny Sullivan and Ronnie Suggs. The total cost of this salary increase is \$41,000.00.

*Administrators-I am providing the following information concerning the contracts and salaries of all Waskom ISD Administrators:

Stuart Musick-Two Year 12 Month Term Contract-\$66,560.00

Wade Youngblood-Two Year 12 Month Term Contract-\$67,559.00

Scott Bailey-Two Year 12 Month Term Contract-\$63,000.00

Margie Bell-Two Year 12 Month Half Day Term Contract-\$31,254.00

Rachael Hawkins-Two Year 11 Month Term Contract-\$43,381.00

Whitney Keeling-Two Year 12 Month Term Contract-\$62,000.00

Jimmy E. Cox-Three Year 12 Month Term Contract-\$96,196.00

At the February School Board Meeting the school board approved the following administrator salary increases that were rescinded at the March School Board Meeting to accommodate the loss of state and local revenue:

Name	%	Increase	2011-2012 Salary
Wade Youngblood	2%	\$1,351.18	\$68,910.11
Rachael Hawkins	3%	\$1,301.43	\$44,682.43
Scott Bailey	3%	\$1,890.00	\$64,890.00
Stuart Musick	3%	\$1,996.80	\$68,556.80
Whitney Keeling	3%	\$1,860.00	\$63,860.00
Jimmy E. Cox	3%	\$2,885.88	\$99,081.88

Margie Bell's Contract was extended for one year but was not given a salary increase. Brian Griffin's Contract was not extended and no salary increase was given. John Edward's Contract was extended for one year and no salary increase was given. Brian Griffin and John Edwards have resigned and left the school district.

I recommend that the school board approve the salary increases for the six administrators that were originally approved in February and rescinded in March to accommodate the loss of state and local revenue.

"I move to approve an annual gross salary increase of 2% for Wade Youngblood-Waskom Elementary School Principal which will make his annual gross salary for the 2011-2012 school year become \$68,910.11."

"I move to approve an annual gross salary increase of 3% for Rachael Hawkins-Waskom Elementary/Middle School Assistant Principal which will make her annual gross salary for the 2011-2012 school year become \$44,682.43."

"I move to approve an annual gross salary increase of 3% for Scott Bailey-Waskom Middle School Principal which will make his annual gross salary for the 2011-2012 school year become \$64,890.00."

"I move to approve an annual gross salary increase of 3% for Stuart Musick-Waskom High School Principal which will make his annual gross salary for the 2011-2012 school year become \$68,556.80."

"I move to approve an annual gross salary increase of 3% for Whitney Keeling-Waskom ISD Athletic Director which will make his annual gross salary for the 2011-2012 school year become \$63,860.00."

"I move to approve an annual gross salary increase of 3% for Jimmy E. Cox-Waskom ISD Superintendent which will make his annual gross salary for the 2011-2012 school year become \$99,081.88."

The total cost of this salary increase is \$11,905.29.

The total cost of the recommended salary increases for Waskom ISD At-Will Employees, Professional Employees and Administrators is \$81,585.29.