

RIVER ROAD INDEPENDENT SCHOOL DISTRICT  
BOARD OF EDUCATION  
AMARILLO, TEXAS

**Date:** Monday, Nov. 14, 2011                      **Related Page(s):** This page +1  
**Subject:** 2012-13 Professional Hiring                      **Presented By:** Mike Hodgson,  
Schedule and all other staff    Business Manager  
Salary increases.

**ACTION**

**BACKGROUND INFORMATION:**

This past June, it was our intent to have the board approve a Professional Hiring Schedule for 2011-12 and then to amend that schedule in the fall after the actions of the legislature were known and understood and after our enrollment numbers were known. Legal counsel subsequently informed us that it was not possible to amend an approved Hiring Schedule.

At this time, we have developed a proposed hiring schedule for 2012-13 that includes an increase that is larger than we would have proposed as an amendment to the 2011-12 hiring schedule.

The increase we propose is a midpoint increase and is similar to what Amarillo ISD does in that it gives all employees (except those at the top of the salary scale) the same dollar amount increase. The increase we propose is a \$1,100 increase over what each employee is making currently. This represents a 2.667% increase above the midpoint of our current hiring schedule.

For non-certified staff and for administrators, because there is no salary range to draw a mid-point from, we are recommending a 2.667% increase for all of those staff members.

Because of my conservative nature I am asking that you not approve this schedule tonight, but instead wait until your January meeting to approve it. By that time we will have the results of our annual audit and we will have the attendance numbers for an additional six week period. I would hate to see the Board approve this schedule tonight, and then have subsequent events make us wish that we would have adopted an increase that was either larger or smaller than that included in this proposal.

**PRESENTATION/PURPOSE:**

This presentation is to present a proposed Professional Hiring Schedule for Teachers, Librarians, Counselors and Nurses to the Board for discussion and to introduce the concept of a 2.667% salary increase for next school year for all other staff.

**BOARD ACTION REQUESTED:**

It is requested that the Board review the proposed Professional Hiring Schedule for 2012-13 and the 2.667% salary increase for other staff but defer action until the January meeting.

**RIVER ROAD INDEPENDENT SCHOOL DISTRICT**  
**2011-2012 Approved, 2012-2013 Proposed Professional Hiring Schedule**  
**(for Teachers, Librarians, Counselors, and Nurses)**

Years of Experience	District 2011 - 2012 Approved Professional Hiring Schedule	\$1,100 Increase (2.667% of Midpoint)	% Increase vs. Prev. Year Salary
0	\$35,060	\$35,660	
1	\$35,060	\$36,160	3.14%
2	\$35,720	\$36,160	3.14%
3	\$36,290	\$36,820	3.08%
4	\$36,790	\$37,390	3.03%
5	\$36,940	\$37,890	2.99%
6	\$37,290	\$38,040	2.98%
7	\$37,850	\$38,390	2.95%
8	\$38,220	\$38,950	2.91%
9	\$38,325	\$39,320	2.88%
10	\$38,440	\$39,425	2.87%
11	\$38,755	\$39,540	2.86%
12	\$39,625	\$39,855	2.84%
13	\$40,475	\$40,725	2.78%
14	\$41,265	\$41,575	2.72%
15	\$42,035	\$42,365	2.67%
16	\$42,745	\$43,135	2.62%
17	\$43,425	\$43,845	2.57%
18	\$44,065	\$44,525	2.53%
19	\$44,665	\$45,165	2.50%
20	\$45,245	\$45,765	2.46%
21	\$45,785	\$46,345	2.43%
22	\$46,285	\$46,885	2.40%
23	\$46,785	\$47,385	2.38%
24	\$47,285	\$47,885	2.35%
25	\$47,785	\$48,385	2.33%
26	\$48,285	\$48,885	2.30%
27	\$48,785	\$49,385	2.28%
28+	\$49,761	\$49,885	2.25%
		\$49,885	0.25%

The River Road Independent School District Board of Trustees adopted the 2011-12 Professional Hiring Schedule at their duly called meeting on June 13, 2011 and the 2012-13 Professional Hiring Schedule on \_\_\_\_\_.

These salaries are annual salaries based upon a 187 day contract and do not include supplements such as extra duty stipends, extra days, incentive pay, etc.

This Professional Hiring Schedule is only applicable to the school year for which is was adopted. It is used solely to place employees at the proper salary for that school year. Future salaries can not be predicted from this schedule.

The River Road Independent School District does not discriminate against anyone on the basis of race, color, religion, age, sex, disability, or national origin.