

**RIVER ROAD INDEPENDENT SCHOOL DISTRICT
BOARD OF EDUCATION
AMARILLO, TEXAS**

Subject: 2017-2018 Professional Hiring
Schedule & all other staff salary increases

Date: Thursday, June 29, 2017

Presented By: Andy Nies,
Asst. Superintendent of Operations

Related Page(s): This page +2

ACTION

BACKGROUND INFORMATION:

Our proposal is to provide a 2.00% salary increase for all eligible district employees for the 2017-2018 school year.

You will find the proposed 2017-2018 Professional Hiring Schedule for Teachers, Librarians, Counselors and Nurses and also attached is the proposed Hourly Pay Rate Matrix.

BOARD ACTION REQUESTED:

I make the motion that the Board to approve a 2.00% salary increase for Teachers, Librarians, Counselors and Nurses as reflected on the proposed Professional Hiring Schedule for 2017-2018 and a 2.00% pay increase for other staff.

RIVER ROAD INDEPENDENT SCHOOL DISTRICT

2015-16 Approved and 2016-17 Approved and Proposed 2017-2018 Professional Hiring Schedules

(for Teachers, Librarians, Counselors, and Nurses)

Years of Experience	2015-2016 Approved Schedule (Increase = \$1,265; 2.80% of Midpoint)	2016-2017 Approved Schedule (Increase - 1.50%)	2017-2018 Proposed Schedule (Increase - 2.00%)
0	\$40,000	\$40,000	\$40,000.00
1	\$40,265	\$40,600	\$40,800.00
2	\$40,665	\$40,869	\$41,412.00
3	\$41,325	\$41,275	\$41,686.38
4	\$41,825	\$41,945	\$42,100.50
5	\$41,825	\$42,452	\$42,783.90
6	\$42,485	\$42,452	\$43,301.04
7	\$43,055	\$43,122	\$43,301.04
8	\$43,555	\$43,701	\$43,984.44
9	\$43,705	\$44,208	\$44,575.02
10	\$44,055	\$44,361	\$45,092.16
11	\$44,615	\$44,716	\$45,248.22
12	\$44,985	\$45,284	\$45,610.32
13	\$45,090	\$45,660	\$46,189.68
14	\$45,205	\$45,766	\$46,573.20
15	\$45,520	\$45,883	\$46,681.32
16	\$46,390	\$46,203	\$46,800.66
17	\$47,240	\$47,086	\$47,127.06
18	\$48,030	\$47,949	\$48,027.72
19	\$48,800	\$48,750	\$48,907.98
20	\$49,510	\$49,532	\$49,725.00
21	\$50,190	\$50,253	\$50,522.64
22	\$50,830	\$50,943	\$51,258.06
23	\$51,430	\$51,592	\$51,961.86
24	\$52,010	\$52,201	\$52,623.84
25	\$52,550	\$52,790	\$53,245.02
26	\$53,050	\$53,338	\$53,845.80
27	\$53,550	\$53,846	\$54,404.76
28	\$54,050	\$54,353	\$54,922.92
29	\$54,550	\$54,861	\$55,440.06
30	\$55,050	\$55,368	\$55,958.22
31+		\$55,876	\$56,475.36

The River Road I.S.D. Board of Trustees adopted the 2015-16 Professional Hiring Schedule on 6/22/2015, the 2016-17 Professional Hiring Schedule on 6/30/2016 and will consider the 2017-2018 Professional Hiring Schedule on 6/29/2017.

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 it 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.

RRISD 2017-2018 Proposed Hourly Pay Rate Matrix: Increased by 2%

Grade	Step									
	1	2	3	4	5	6	7	8	9	10
2			7.91	8.12	8.33	8.56	8.78	8.98	9.14	9.34
3	8.21	8.44	8.68	8.90	9.14	9.34	9.52	9.71	9.89	10.10
4	8.87	9.12	9.38	9.64	9.89	10.10	10.30	10.51	10.72	10.93
5	9.61	9.87	10.16	10.43	10.72	10.93	11.14	11.35	11.59	11.81
6	10.39	10.68	10.99	11.29	11.59	11.81	12.07	12.30	12.55	12.80
7	11.26	11.58	11.89	12.22	12.55	12.80	13.06	13.31	13.59	13.85
8	12.22	12.55	12.89	13.23	13.59	13.85	14.13	14.41	14.70	14.98
9	13.20	13.57	13.93	14.32	14.70	14.98	15.29	15.60	15.91	16.23
10	14.27	14.67	15.09	15.49	15.91	16.23	16.55	16.87	17.21	17.55
11	15.43	15.87	16.32	16.76	17.21	17.55	17.90	18.25	18.63	19.00
12	16.71	17.18	17.66	18.15	18.63	19.00	19.38	19.78	20.16	20.56
13	18.12	18.62	19.13	19.64	20.16	20.56	20.96	21.39	21.82	22.26
14	19.59	20.13	20.69	21.26	21.82	22.26	22.71	23.16	23.61	24.08
15	21.23	21.81	22.40	23.01	23.61	24.08	24.58	25.06	25.55	26.08
16	22.97	23.60	24.26	24.91	25.55	26.08	26.60	27.12	27.67	28.22
17	24.83	25.52	26.23	26.95	27.67	28.22	28.80	29.38	29.96	30.56
18	26.89	27.64	28.42	29.18	29.96	30.56	31.18	31.81	32.46	33.11
19	29.11	29.93	30.77	31.61	32.46	33.11	33.78	34.45	35.14	35.83