



# BELLVILLE INDEPENDENT SCHOOL DISTRICT

## Meeting of the BISD Board of Trustees

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February 22, 2021

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| <b>Subject:</b>      | Discussion: BISD Hiring Schedule and Pay Practices   |
| <b>Presenter:</b>    | Dr. Nicole Poenitzsch, Superintendent  |
| <b>Board Policy:</b> | DEA (Compensation & Benefits)  |
| <b>BISD Goal:</b>    | 3. Create a culture that attracts, develops, and retains exceptional individuals to be part of our district and community. [CULTURE] |

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| <b>Summary:</b>        | <p>Our goal is to adopt an update hiring schedule for the 2021-2022 school year within the coming months. The purpose of the discussion of our hiring schedule and pay practices this month is to outline the approach we'd like to take for future salary determinations and areas of emphasis for hiring schedule revisions. Highlights are outlined below:</p> <ul style="list-style-type: none"><li>• Shifting from TRS bell curve to internal equity comparisons for salary determinations upon hire;</li><li>• This adjustment would be applicable for exempt and non-exempt salary determination practices;</li><li>• This shift would move pay increased to be based on locally awarded raises on an annual basis in lieu of TRS "steps" based on years of experience;</li><li>• We would also like to adjust pay determinations for instructional and administrative assistant paraprofessionals to include credit for years of experience.</li><li>• We would like to invest in the greatest adjustments happening in the areas outlined below:<ul style="list-style-type: none"><li>○ Adjusting hourly pay rates to increase the starting hourly rate and credit for experience and peer equity;</li><li>○ Adjusting substitute pay rates (see preliminary pay scale adjustments);</li></ul></li></ul> |
| <b>Attachments:</b>    | Handout-Preliminary 2021-2022 Hiring Schedule; Internal Salary Worksheet  |
| <b>Recommendation:</b> | The recommendation is for the Board to: No action is recommended at this time. Discussion Only.   |

**BELLVILLE BRAHMAS**  
LEARNERS TODAY. LEADERS TOMORROW.