



Board Action Required ☒

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Date: October 19, 2009

To: CISD Board of Trustees

From: Kelly Penny

CC: Dr. Jeff Turner, Sid Grant

**RE: Consider Approval of adjustment to Steps 9-23, 28 & 33 on Bachelor's Pay Scale and Steps 0-16 on the Schedule 27A Counselors**

Background: During the 81<sup>st</sup> Legislative session HB 3646 was passed mandating a pay increase of \$800 or \$60 per WADA, in addition to a step increase if a district had a local step salary schedule. The District's current pay schedules are viewed by administration as "Hiring Schedules" since there is not a stated guarantee of a step increase from year to year, and the salary amount listed changes annually. Additionally, the verbiage below is included annually in the salary handbook;

"Pay schedules are adopted for a one-year period only. They reflect the salary for each employee based on the schedule and step the employee is placed on. They do not predict any future raises beyond the year for which they are prepared. The only state requirement for salaries is that the District pay teachers at a rate at least equal to that stated in the Minimum Salary Schedule for Classroom Teachers, Full-time Librarians and Nurses as stated in Section 21.402 of the Texas Education Code. Each year the Board of Trustees adopts a new set of pay schedules as part of the official budget process."

However, upon additional investigation and inquires with the district's attorneys and TASB it is in the best interest of the district to adjust the above mentioned steps on the Bachelor's and Counselor's schedules to reflect the step increase and \$800. This adjustment impacts only the above mentioned steps since the 2.5% raise given covers more than the step increase and \$800 for all other steps on the Bachelor's and Counselors schedules.

This adjustment will result in an increase of expenditures of approximately \$65,000 in salaries. If an amendment becomes necessary it will be requested at year end.

Recommendation: That the Members of the Board approve the recommended salary adjustments.