

**SALARY STUDY COMMITTEE**  
**May 29, 2007**

**Minutes of Meeting**

Members Present

Robin Battershell	Kay Matthews	Lyndal Cabaniss	Darlene Kirk
Terri Arant	Charla Kelley	Jill Baumgart	Jack Ruzicka
Darlene Lummus	Cathy Little	Jeanette Holt	Larry Belicek
Dennis Cabaniss	Debbie Tubbs	Bonnie Smith	Danny Agree
Tommy Barkley	Betty Gregurek	Jay Killingsworth	Betty Peralta
Kim Boaz	Emilio Olivares	Vicki Gerhart	Beth Briscoe
Michelle Oyler	Karmen Broussard	Lyndon Clevenger	Josh Harris
Janet Kemp	Kendra Hearne	Hillary Goodrum	Joe Rex
Joelle Wall	Bobbette Bell	Barbara Harper	Susan Shobe
Doug Harrigan	Susan Jackson	Dona Block	Fran Smetana
Penny Whitmire	Teresa Spinks	Kathy Farr	Greg Wolf
Beth Briscoe	Carla Hopkins	Michelle Oyler	Joelle Wall
Lydia Kelm	Rocky Boaz		

**1. Salaries:** This will be discussed after insurance, benefit packages, stipends, etc. are reviewed to determine their impact on salaries for all staff.

**2. Insurance: #1 PRIORITY**

**A. For employees who take district insurance.**

	Current	Option A	Option B	Option C
State	\$150	\$150	\$150	\$150
Local (Req. by state)	\$75	\$75	\$75	\$75
Increased contribution per employee per month	\$0	\$41	\$25	\$17
Total	\$225 per employee per mo.	\$266	\$250	\$242
Cost of Employee Insurance per mo. @ lowest level of coverage	\$249	\$266	\$266	\$266
Difference per mo.	-\$24	\$0	-\$16	-\$24
Additional Cost to District for 07-08 (106 employees currently take insurance)		\$52,162	\$31,800	\$21,624

**B. For employees not taking District insurance.** Provide an alternate cafeteria package for those not taking insurance. The amount per employee will be the same as the insurance package selected above.

	Current	Option A	Option B	Option C
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State	\$150	\$150	\$150	\$150
Local contribution for employees receiving insurance	\$75	\$75	\$75	\$75
Increased contribution per employee per month	\$0	\$41	\$25	\$17
Local contribution for employees not taking insurance for cafeteria plan options		\$116	\$100	\$92
Additional Cost to District for 07-08 (61 employees do not take insurance)		\$7,076	\$6,100	\$5,612

**COMMITTEE RECOMMENDATION:** The first priority was for all employees, regardless of whether they took insurance or not, to receive something and that there should be more equity between those that take insurance and those that do not. Thus there are 3 options in descending order based upon the District increased contribution.

**3. Stipends:** Discussed One Act Play Asst. and Prom (more information needed before prom moves forward). Predominant discussion was regarding the difficulty in finding bus drivers.

**COMMITTEE RECOMMENDATION:** Include bus drivers in critical shortage areas. No other recommendation at this time.

**4. Athletic Event Workers:** SISD is having a very difficult time getting people to work the games. Part of this is paid from game proceeds. The Committee looked an hourly model but decided to not pursue this.

	Current	Option A	Option B
First Game Worked	\$10	\$20	\$20
Each additional game	\$5	\$5	\$10
Total Additional Cost to District		\$2,160	\$3,140

**COMMITTEE RECOMMENDATION:** Option B.

**5. Incentives for Hiring in Critical Shortage Area:** The Committee looked at recruitment and retention of teachers in critical shortage areas. The Salado ISD Board has recognized the following as critical shortage areas, high school chemistry, physics, all level special education. Dr. Battershell discussed Killeen’s model. KISD pays a \$1,500 signing bonus for all teachers new to the district. Someone has to be gone for 2 or more years to be eligible to receive another signing bonus. They pay an additional \$2,725 for m.s. math (1X only), and \$3,265 (1X) for h.s. math, chem., physics., span. Salado ISD has the following as designated critical shortage areas: h.s. math, m.s. math, science, Spanish, and ESL. Each May KISD pays all teachers in the critical shortage areas \$1,340. The stipends are increased at the same percentage as the average salary increase. KISD only pays this for fully certified teachers.

**COMMITTEE RECOMMENDATION:** Include bus drivers on the previously approved board approved list. Provide a contingency for the superintendent for critical shortage areas. The following criteria must be met in order for the superintendent to pay a signing bonus.

- 5 fully certified applicants did not apply for the position
- The position was posted on two different occasions in three different newspapers

**Recruitment:** This would be a one time signing bonus of \$2,500. If the individual left the district and returned, he or she would not be eligible. This only applies to fully certified individuals. The \$2,500 would be paid in January of each year. An individual would have to still be employed in the District and have a satisfactory principal recommendation.

This would be determined by the superintendent if the two criteria above were met. A contingency would be set up in each year's budget for this possibility. The contingency would require board approval but the superintendent would have authority to make the decision based upon the criteria.

**Retention:** Individuals in critical shortage areas who have their contracts renewed will receive a \$1,000 stipend each May.

**6. Incentive for Early Resignation/Retirement Notification:** For individuals voluntarily leaving the district or retiring, there would be a \$500 bonus given for notifying the supervisor by January 31 of each year.

**COMMITTEE RECOMMENDATION:** Not recommended. It is felt that if #5 is addressed, this may take care of #6.