

**SALADO I.S.D.
SALARY STUDY COMMITTEE
MINUTES OF MEETING**

May 28, 2008

Members Present:

Emilio Oliverez	Jeff Cheatham	Kay Matthews	Ruth Caskey
Bonnie Smith	Betty Peralta	Cindy Mewhinney	Lisa Nix
Kay Matthews	Robin Battershell	Lyndal Cabaniss	Joe Palmer
Dennis Cabaniss	Joelle Wall		

The meeting was called to order at 4:05 p.m.

The notes from the May 7, 2008 meeting were reviewed.

The group reviewed salary issues that they wanted considered for the 2008-09 school year. These are listed in order or priority with #1 being the top priority.

Use long-range planning document: Joe Palmer presented the LRP personnel document

1. Substitute pay has to meet new minimum wage requirements. The Fair Labor Standards for minimum hourly rate is increasing by the following.

July 2008	\$6.55
July 2009	\$7.25

	Current	Currently Hourly	Proposed	Proposed Hourly
Non-Degreed	\$50 a day	\$6.25	\$60 a day	\$7.50
Degreed	\$60 a day	\$7.50	\$70	\$8.75
\$10 add. Per day for long-term				

2. Bus driver stipend increases for coaches. This hooks into the change in hourly rates as well.

	Current	Proposed
1 way < 55 m.	\$15	\$25
>55 m	\$7	\$12

3. Coaching days

School begins on August 25, practices begin on August 4. Currently receive 7 additional days.

Proposed	
3 additional days	\$7,893

3-5 additional days	\$20,983 (dependent upon sport and whether hs or jh)
5-8	\$30,784 (dependent upon sport and whether hs or jh)

4. Longevity pay for every 5 years.

Proposed: Pay \$50 a year from 6-10 years and then \$100 a year from 11-25 years, etc. Non-accumulative. Give this as a separate check in December.

5. Paraprofessional pay schedule. This issues related to rewarding for experience, education and independent work have already been built into the pay schedule. However, it was agreed that there should be someone on each campus who receives a \$500 for translating things into Spanish.

6. Provide step increases for individuals with 30+ years teaching experience. This can be a nominal amount, just so we can get the concept started.

7. Prom Coordinator. This has become an arduous task. Provide a \$1000-\$1500 stipend through increasing the price of prom tickets from \$25-\$30.

8. Department Chairs. This is a costly item because there is potentially 16-20 chairs for all campuses. This can cost between \$10-\$20,000.

9. Early Resignation Pay: Hate to pay people who are leaving. The committee felt that we would rather spend our money on the people who are staying.