

## Request for Teacher Salary Adjustment and Salary Review

### Teachers K – 12<sup>th</sup>

The Board approved a 6 % increase for teachers in January. If we meet enrollment numbers, I am proposing an increase in the teacher's pay. If we do not, meet budget enrollment numbers we will make adjustments.

**RRISD Starting Salary for 22-23 was \$53,000.** Our goal is to increase salaries incrementally to get to approximately 85% of RRISD Starting Salary.

**RRCA Starting Salary for 22 -23 was \$32,500 (61.3 %)**

In looking at our salaries, we were only paying less than 80 percent up to 20 years of experience.

Most of our more experienced teachers are paid closer to 85% of RRISD published 22 -23 salaries.

- RRISD does not change salary scales for a person after they were hired unless the Board votes for an increase across the board . For example, a teacher who was hired by RRISD 15 years ago, left RRISD making 54,000. Now the starting salary is 53,000 and an employee who comes in with 15 years' experience would be making almost \$60,000.
- Our step increases were larger than RRISD and we apply the scale to all teachers so therefore our more experienced teachers were already making close to 85% of the RRISD salary.
- I did not give anyone a pay decrease and applied the 80% scale to all K – 12 Teaching Faculty.

**The proposed Pay Scale is attached with step increases similar to that of RRISD.**

**The approved Budgeted amount for personnel was \$3,640,000. The proposed changes would increase the salary line item by approximately \$112,000**

### Prekindergarten Teachers

The avg hourly rate for the US PK teachers is \$16.15.

Our current teachers make approximately \$25 dollars an hour. (They both have a BS and 1 has their Masters) They work 35 hours a week instead of 40.

We set the PK scale for beginning teachers at \$27,500 with an Associates, \$28,500 with a bachelor's degree and \$29,500 with a Master's degree.

Proposed Pay Scale Attached.

### Other Staff Positions

|                             |             |
|-----------------------------|-------------|
| Aftercare Workers           | \$14 - \$18 |
| Teenage Aftercare Helpers   | \$12        |
| Teacher Aides               | \$14 - \$19 |
| Front Office                | \$15 - \$20 |
| Purchasing                  | \$17 - \$24 |
| Development                 | \$18 - \$30 |
| Registrars/Asst Admission   | \$17 - \$24 |
| Admissions/Business Office  | \$18 - \$30 |
| Marketing/Media Coordinator | \$20 - \$30 |
| Facilities Manager          | \$22 - \$40 |
| Accounting/HR               | \$23 - \$32 |

## Proposed 23-24 Salary Changes

| Years of Experience | 2022-2023 | Masters  | Proposed 23 -24 | Masters  |
|---------------------|-----------|----------|-----------------|----------|
| 0                   | \$32,500  | \$33,548 | \$42,400        | \$43,400 |
| 1                   | \$33,333  | \$34,121 | \$42,640        | \$43,640 |
| 2                   | \$33,917  | \$34,704 | \$42,880        | \$43,880 |
| 3                   | \$34,510  | \$35,298 | \$43,200        | \$44,200 |
| 4                   | \$35,114  | \$35,902 | \$43,520        | \$44,520 |
| 5                   | \$35,729  | \$36,516 | \$43,840        | \$44,840 |
| 6                   | \$36,354  | \$37,141 | \$44,160        | \$45,160 |
| 7                   | \$36,990  | \$37,778 | \$44,480        | \$45,480 |
| 8                   | \$37,637  | \$38,425 | \$44,960        | \$45,960 |
| 9                   | \$38,296  | \$39,084 | \$45,520        | \$46,520 |
| 10                  | \$38,966  | \$39,754 | \$46,060        | \$47,060 |
| 11                  | \$39,648  | \$40,436 | \$46,500        | \$47,500 |
| 12                  | \$40,342  | \$41,129 | \$46,880        | \$47,880 |
| 13                  | \$41,048  | \$41,835 | \$47,300        | \$48,300 |
| 14                  | \$41,766  | \$42,554 | \$47,700        | \$48,700 |
| 15                  | \$42,497  | \$43,285 | \$47,940        | \$48,940 |
| 16                  | \$43,241  | \$44,028 | \$48,180        | \$49,180 |
| 17                  | \$43,998  | \$44,785 | \$48,468        | \$49,468 |
| 18                  | \$44,768  | \$45,555 | \$48,888        | \$49,888 |
| 19                  | \$45,551  | \$46,338 | \$49,308        | \$50,308 |
| 20                  | \$46,348  | \$47,136 | \$49,554        | \$50,554 |
| 21                  | \$47,159  | \$47,947 | \$49,794        | \$50,794 |
| 22                  | \$47,985  | \$48,772 | \$50,034        | \$51,034 |
| 23                  | \$48,824  | \$49,612 | \$50,274        | \$51,274 |
| 24                  | \$49,679  | \$50,466 | \$50,735        | \$51,735 |
| 25                  | \$50,548  | \$51,336 | \$51,314        | \$52,314 |
| 26                  | \$51,433  | \$52,220 | \$51,893        | \$52,893 |
| 27                  | \$52,333  | \$53,120 | \$52,470        | \$53,470 |
| 28                  | \$53,249  | \$54,036 | \$53,022        | \$54,022 |
| 29                  | \$54,180  | \$54,968 | \$53,783        | \$54,783 |
| 30                  |           |          | \$54,583        | \$55,583 |

## Proposed 23-24 Prekindergarten Salary Scale

| Years | PK<br>24-25 | PK BS       | PK<br>Masters |
|-------|-------------|-------------|---------------|
| 0     | \$27,250.00 | \$28,500.00 | \$29,500.00   |
| 1     | \$27,550.00 | \$28,800.00 | \$29,800.00   |
| 2     | \$27,850.00 | \$29,100.00 | \$30,100.00   |
| 3     | \$28,150.00 | \$29,400.00 | \$30,400.00   |
| 4     | \$28,450.00 | \$29,700.00 | \$30,700.00   |
| 5     | \$28,750.00 | \$30,000.00 | \$31,000.00   |
| 6     | \$29,050.00 | \$30,300.00 | \$31,300.00   |
| 7     | \$29,350.00 | \$30,600.00 | \$31,600.00   |
| 8     | \$29,650.00 | \$30,900.00 | \$31,900.00   |
| 9     | \$29,950.00 | \$31,200.00 | \$32,200.00   |
| 10    | \$30,250.00 | \$31,500.00 | \$32,500.00   |
| 11    | \$30,550.00 | \$31,800.00 | \$32,800.00   |
| 12    | \$30,850.00 | \$32,100.00 | \$33,100.00   |
| 13    | \$31,150.00 | \$32,400.00 | \$33,400.00   |
| 14    | \$31,450.00 | \$32,700.00 | \$33,700.00   |
| 15    | \$31,750.00 | \$33,000.00 | \$34,000.00   |
| 16    | \$32,050.00 | \$33,300.00 | \$34,300.00   |
| 17    | \$32,350.00 | \$33,600.00 | \$34,600.00   |
| 18    | \$32,650.00 | \$33,900.00 | \$34,900.00   |
| 19    | \$32,950.00 | \$34,200.00 | \$35,200.00   |
| 20    | \$33,250.00 | \$34,500.00 | \$35,500.00   |
| 21    | \$33,550.00 | \$34,800.00 | \$35,800.00   |
| 22    | \$33,850.00 | \$35,100.00 | \$36,100.00   |
| 23    | \$34,150.00 | \$35,400.00 | \$36,400.00   |
| 24    | \$34,450.00 | \$35,700.00 | \$36,700.00   |
| 25    | \$34,750.00 | \$36,000.00 | \$37,000.00   |
| 26    | \$35,050.00 | \$36,300.00 | \$37,300.00   |
| 27    | \$35,350.00 | \$36,600.00 | \$37,600.00   |
| 28    | \$35,650.00 | \$36,900.00 | \$37,900.00   |
| 29    | \$35,950.00 | \$37,200.00 | \$38,200.00   |
| 30    | \$36,250.00 | \$37,500.00 | \$38,500.00   |

## Principals and Athletics

To ensure that the principal's and upper-level administration pay is also comparable to the 85% of Public-School Pay, I calculated the pay for the following positions at 85%.

HS Principal \$98,530

HS Asst Principal \$67,584

MS Principal \$79,569

MS Asst Principal \$68,909

ES Principal \$78,166

ES Asst Principal \$65,618

Campus Athletic Coordinator \$72,523

District Athletic Director \$98,530

District Asst Athletic Director \$72,406

Executive Assistant to the Superintendent \$58,312 - \$68,456

Executive Assistant \$40,975 - \$56,569

Registered Nurse \$47,840