

25-26 Teacher Salary Proposal

	RRCA 24-25	2.5 % increase to RRCA Scale	80% of RRISD Rate of 56,500	RRISD Rate for 24-25
Beginning Teacher	43,130	44,208	45,200	56,500
Year 5	44,608	45,723	46,500	58,125
Year 10	46,658	47,824	48,320	60,400
Year 15	48,893	50,115	50,600	63,250
Year 20	50,541	51,804	52,600	65,750
Year 25	52,004	53,304	54,600	68,250
Year 30	55,128	56,506	56,600	70,750
Budgeted Salary Needed	\$4,045,912	\$4,120,495	\$4,195,072	

Salary Budgeted for 25-26 \$4,150,000 (includes 15K for hourly overtime)
Salary needed to meet 80% Rate \$4,195,072 (Includes 15K for hourly overtime)
RRCA Avg Teacher Hrly Rate \$33.53 (At 80% Scale)
RRISD Avg Teacher Hrly Rate \$37.00 (91%)
National Avg Teacher Hrly Rate \$35.67 (94%)

Total Tuition Discounts for 25 – 26 school year \$350,868
Discounts per employee range from \$7,931 to \$17,262
30 Employees avg \$11,607
60 Students avg \$5,848

Option #2 Give 2.5% increase Salary Scale and give each teacher an approx. \$1,000 bonus.
 Pro: Protects us from getting stuck in the next few years in case we are not able to do that
 Con: Doesn't allow us to say that we are at 80% of the RRISD salary scale.