

**AMARILLO INDEPENDENT SCHOOL DISTRICT
TEACHER HIRING SCHEDULE FOR 2008-09**

APPROVED MAY 29, 2008

BACHELOR'S DEGREE

MASTER'S DEGREE

Completed Years
of Experience

2008-09

Completed Years
of Experience

2008-09

0	\$ 40,000
1	\$ 40,180
2	\$ 40,346
3	\$ 40,460
4	\$ 40,563
5	\$ 40,932
6	\$ 41,402
7	\$ 41,837
8	\$ 41,987
9	\$ 42,490
10	\$ 43,061
11	\$ 43,720
12	\$ 44,698
13	\$ 45,142
14	\$ 46,008
15	\$ 46,346
16	\$ 46,908
17-18	\$ 47,879
19	\$ 48,850
20	\$ 48,977
21	\$ 49,822
22	\$ 50,792
23	\$ 51,287
24	\$ 51,991
25	\$ 52,675
26	\$ 53,308
27	\$ 53,911
28	\$ 54,485
29	\$ 55,017
30-33	\$ 55,646
34-35	\$ 56,616
36-39	\$ 57,587
40+	\$ 58,558

0	\$ 40,400
1	\$ 40,580
2	\$ 40,746
3	\$ 40,860
4	\$ 40,963
5	\$ 41,332
6	\$ 41,892
7	\$ 42,237
8	\$ 42,387
9	\$ 42,893
10	\$ 43,466
11	\$ 44,129
12	\$ 45,107
13	\$ 45,731
14	\$ 46,417
15	\$ 46,755
16	\$ 47,317
17-18	\$ 48,288
19	\$ 49,260
20	\$ 49,377
21	\$ 50,230
22	\$ 51,200
23	\$ 51,690
24	\$ 52,393
25	\$ 53,077
26	\$ 53,710
27	\$ 54,314
28	\$ 54,887
29	\$ 55,420
30-32	\$ 56,054
33	\$ 57,025
34-35	\$ 57,996
36-37	\$ 58,967
38+	\$ 59,710

This hiring schedule is only applicable to the 2008-2009 school year. It is used solely to place employees at the proper salary for the 2008-2009 school year. Future salaries of teachers cannot be predicted from this schedule.

These salaries are annual salaries based upon 187 day contract and do not include supplements such as career ladder, extra duty, local benefit supplement, incentive pay, etc.

**Testimony before a Meeting of the Senate Education Committee on
Senate Bill 389**

By

**Rod Schroder
Superintendent, Amarillo Independent School District**

Madame Chair and Members of the Committee:

My name is Rod Schroder and I am the Superintendent of the Amarillo Independent School District. I appreciate having the opportunity to appear before you today in support of Senate Bill 398.

BACKGROUND

The Amarillo Independent School District serves 31,000+ students or about 40% of all the students in Region 16 Educational Service Center. Over 62% of our students are economically disadvantaged. We rank in the bottom quartile of all districts with regard to target revenue. Our target revenue is \$4,624 per WADA.

Because of our financial situation, we held a tax authorization election in September asking our citizens to allow us to increase our Maintenance and Operations tax rate by four cents with a corresponding decrease in the Debt Service tax rate of four cents. Essentially, the district asked them to hold the total tax rate the same. We prevailed with 54% of our citizens voting in the affirmative. Without this vote, our district would have been faced with the task of reducing our budget by \$2.5 million this year and a projected deficit of \$8 million next year. Obviously, these reductions would severely impact the quality of services we currently offer.

We pay attention to our costs, especially in personnel. We have a standing Restructuring Committee tasked with the charge to review every vacancy and eliminate unnecessary positions by attrition. As an example, the latest reduction occurred last December in our two-person Assessment and Testing Department. Our director retired so the committee trimmed the responsibilities of the department and assigned the rest of the duties to the other person in the department. This method has allowed us to maintain low central administration costs that are 43% below the state average for all funds.

At the same time, we strive to pay our teachers well. The latest AEIS report shows average salaries for Region 16 (\$42,556), AISD (\$45,080) and the State (\$46,179).

The average annual salary increase per year for teachers from 1994 to 2009 has been \$1,679 or 4.9% increase over the last year's salary.

ISSUE

Our support for S.B. 398 is not to be construed as critical of the minimum salary schedule or the step method used by the State. Clearly, the law provides predictive minimum salaries for teachers in future years as their experience increases and the amount of raise for an additional year of experience. The law requires each district to meet the appropriate monthly salary for a teacher based upon his or her experience. Many districts are currently exceeding those minimums.

But, the assumption that all districts use a step salary schedule is not accurate.

In 1991, AISD moved away from determining salaries by the step method to the midpoint method for all staff members. The move was designed to improve our competitiveness in the market, especially on the lower ends of our salary ranges. Over time, we have moved significantly above the state's minimum salary schedule.

Our salary increases are determined each year by the amount of money we have available, the economic conditions in the district, the cost of living, and the marketplace. We determine a percentage increase that we can afford and then multiply that percentage against the midpoint salary for teachers. The resulting dollar amount is given to all teachers. Our methodology does not consider any salary differential between years of experience as shown on our hiring schedule.

After determining the new salaries, we post a hiring schedule for that year reflecting the increase. However, this annual hiring schedule is only for that one school year and cannot be used to predict or guarantee any amount of salary for any particular level of experience beyond that year.

In 2006, in the third special session the Legislature approved a \$2500 raise for teachers, nurses, librarians and counselors. We applauded that action but later learned of the requirement that districts must pay a "step" increase also. Since we did not use the "step" method we initially assumed it did not apply to us.

The Texas Education Agency was asked to interpret the intent of the statute. Using a previous decision, they chose not to recognize the difference between a step salary schedule and the methodology used by AISD with its hiring schedule. Thus, AISD was required to pay over \$1,000,000 from the general budget.

We pointed out the cost to the district but were told that our hiring salary schedule implied we had planned to pay teachers an increase in future years for additional experience so we obviously should have been counting on that cost.

The interpretation lacks understanding of our methodology and relies totally upon the philosophy of the minimum salary schedule in statute. I repeat, our hiring schedule is for only the current year in question. It has no predictive value for our teachers. Our

teachers may not receive a salary increase the next year or they may receive any amount determined by our board based upon our budget situation as long as we are meeting the minimum salary schedule for all our teachers. This interpretation had the effect of an unfunded mandate from our perspective. In difficult financial times this is a significant cost to us.

Senate Bill 389 remedies the interpretation, removes an unfunded mandate and provides our locally elected board the discretion and flexibility to make budget decisions with local circumstances to guide them.

I do want to reiterate that there is no intent to limit teacher salaries. AISD will always have to respond to the competitive salary market for teachers. Our record shows we support increased salaries. Boards of trustees have the responsibility to appropriately manage the financial resources to sure their students. In tough economic times, it seems reasonable to allow boards who are paying above the minimum salary schedule a degree of freedom to plan their compensation packages to fit their budgets.

Summary

Our board president has stated, "The current interpretation that our hiring schedule is a step salary schedule has a long term effect for our taxpayers. As long as the minimum salary schedule is satisfied, it should be the role of local boards of trustees to make decisions locally and balance everyone's wants, needs and desires."

Senate Bill 398 will provide Amarillo ISD's Board of trustees the freedom to manage their budgets in tough financial times. It eliminates an unfunded mandate and recognizes the various methods districts use to compensate teachers in the district.

Thank you for your time and consideration. Should you choose to provide salary increases for teachers (and I hope you do) please include the provisions of this bill in your legislation. I will be pleased to answer your questions should you have any.

Attachments

State minimum salary schedule versus AISD hiring schedule

Example of a teacher's salary increases in AISD from 1994 to present

Rider 86 Announcement

COMPARISON OF STATE MINIMUM SALARY AND AISD HIRING SCHEDULE

Years of Experience	State Minimum	AISD Hiring Schedule	Salary amount over State Schedule
0	27,320	40,000	12,680
1	27,910	40,180	12,270
2	28,490	40,346	11,856
3	29,080	40,460	11,380
4	30,320	40,563	10,243
5	31,560	40,932	9,372
6	32,800	41,492	8,692
7	33,950	41,837	7,887
8	35,040	41,987	6,947
9	36,070	42,490	6,420
10	37,040	43,061	6,021
11	37,960	43,720	5,760
12	38,840	44,698	5,858
13	39,650	45,142	5,492
14	40,430	46,008	5,578
15	41,160	46,346	5,186
16	41,860	46,908	5,048
17	42,510	47,879	5,369
18	43,130	47,879	4,749
19	43,720	48,850	5,130
20	<u>44,270</u>	48,977	4,707
21		49,822	5,552
22		50,792	6,522
23		51,287	7,017
24		51,991	7,721
25		52,675	8,405
26		53,308	9,038
27		53,911	9,641
28		54,485	10,215
29		55,017	10,747
30-33		55,646	11,376
34-35		56,616	12,346
36-39		57,587	13,317
40+		58,558	14,288

**Minimum Salary Schedule for Certain Professional Staff, Experience
and
Rules for Creditable Years of Service**

Rider 86 Announcement

Rider 86 Implementation

- Provides school districts and charters schools with new funding equal to \$23.63 per student in weighted average daily attendance (WADA). This funding will be delivered in addition to the state funds needed to obtain the revenue target per WADA in accordance with Section 42.2516(b), i.e., these funds will be delivered in addition to the property tax relief hold harmless provisions.
- Does not increase the state minimum salary schedule (Texas Education Code §21.402). Funds in Rider 86 are dedicated to pay increases for "educators", which is a larger group of employees than those eligible for the state minimum salary. We will use the definition of "educator" in TEC 5.001, meaning anyone required to hold an SBEC-issued certificate.
- Does not require across-the-board raise for any group.
- Does require districts to use funds to increase educator salaries, but not all educators and not all the same amount.
- Does not require districts to pay an increase in the salaries that were paid to an employee this year.
- Requires districts to report the amounts expended on classroom teacher salary increases and other minimum salary-eligible employees to the Texas Education Agency. We will consider local schedules that increase an individual's pay beyond this year's salary (including local step increases) as counting for purposes of compliance with the rider.

This website contains information concerning the minimum salary schedule for Texas's classroom teachers, full-time librarians, full-time counselors, and full-time school nurses as well as the Commissioner's Rules on Creditable Years of Service, the Teacher Service Record Form, and issues related to personnel experience.