Special

Monday, June 22, 2015 5:00 PM
Granbury ISD Board Room, 600 West Pearl St., Granbury, TX 76048, W Pearl St, Granbury, TX 76048

1. **Call to order - 5:00 PM - GISD Board Room**
2. **Convene in closed session under the Texas Open Meetings Act, Texas Government Code Section 551.001 et seq.**
   a. Chapter 551.074 - Personnel
      1. Consider Staff Appointments
   b. Chapter 551.072 - Purchase, exchange, lease or value of real property
3. **Reconvene in open session**
4. **Discussion/Action**
   a. Discuss Budget Update
   b. Consider Compensation and Salary Plans
   c. Consider Appointment of a Trustee to represent the School Board for a one-year term on the Granbury ISD Education Foundation Board.
5. **Consider action on items discussed in closed session**
   a. Consider Staff Appointments
   b. Consider purchase, exchange, lease or value of real property
6. **Adjourn**

Compensation Meeting Discussion Topics/Rationale

After many meetings with administrators, teacher groups and board members, we are bringing the following recommendations regarding changes to our compensation plan and related items.

Moving from Step Plan to Placement Plan: In our current system, our teachers are placed on a step system and there is no rhyme or reason for how raises are given. When their steps run out, they receive no more raises. We recommend moving to a placement schedule where all teachers receive the same dollar amount raise. This will be better for morale and will allow our veteran teachers to be appreciated by allowing them to receive raises as well.

Small Stipends: We recommend that all "small" stipends be paid with a one-time payment at the end of the school year after the principal has signed off that the employee has fulfilled the expectations of the stipend. We believe this will be more meaningful for staff as a lump sum payment and we will have better accountability that the stipend is really due the employee.

Coaching Stipends: We recommend that all new coaches hired at GISD be paid a teacher's salary and a coaching stipend as presented (attached). We also recommend that as teacher pay is raised, the stipends are raised a similar percentage so that they keep up with the market as well. Coaches who are on our staff now will have their total pay converted to a stipend, however they will not take a pay cut as a result of this move. This will take a number of years to fully transition this plan.

Paying for Accumulated Local Leave on Retirement: We recommend that we implement the following plan for all GISD employees who have been with GISD for 5 consecutive years and who plan to retire: If a retiree notifies us that they are retiring on or before February 1, they will be eligible to be reimbursed either their daily rate or a maximum of $100 per accumulated local day. In order to be eligible for the payment, the employee must miss no more than 6 days their final year of work, and may miss no more than 3 days after the February 1 notification. A maximum of $3,000 may be earned via this plan.

Granbury Teachers Excellence Initiative: After the presentation to staff on the last day of work, I received a little feedback from staff. Most of the comments were positive, but we discussed a couple of issues. I brought back my team of principals to work on those issues and to discuss the plan Mr. Tackett presented. Here are some revisions we suggest and thoughts.

Attendance: The suggestion was made to move the attendance from 2, 4, 6 days to 3, 4, and 5 in order to be eligible for the initiative. It gives teachers one more day before they lose money, but then makes each absence after that very important. We are fine with this recommendation.

Professional Development: The suggestion was to change the 6 hours to 10 hours credit for a variety of actions in this section and also to add specific wording giving teachers credit for additional time spent tutoring students outside their normal work day. We have added those changes to the revised plan.

Mr. Tackett's plan: I think we need to have more discussion about Mr. Tackett's plan vs. the one we presented. We believe that what we are presenting is a really progressive change to what our staff is used to. And, we believe it is important to keep it as a separate program at least as we first roll it out to see how it works, how many qualify, and how it is perceived by our staff.

It is a pilot program that we are excited about but until it is in effect, we don't know all the possible ramifications, questions, problems, challenges, etc. Mr. Tackett's plan rolls this pilot program into our total compensation plan, and we believe it may cause some confusion. We certainly understand and appreciate what he is doing and know that he has the best interest of our staff in mind. We also believe this may be easily rolled into our total plan once we see that this pilot works, our staff understands it, and it gives us the results we want.

We are certainly willing to discuss this in more detail on Monday night, but wanted the board to know that we did discuss the plan and our thoughts about how this might work at this time.