SALARY/FRINGE BENEFITS COMMITTEE PROPOSAL

2011-12

March 8, 2011

2010-11
Salary/Fringe Benefits and School Calendar Committee

Charlene Isenberg	Duffield Primary School
Karen Hartsock	Dungannon Intermediate School
Autumn McConnell	Fort Blackmore Primary School
Debbie Kilgore	Gate City High School
Dawn Williams	Gate City Middle School
Tracy Stallard	Hilton Elementary School
David Gwinn	Nickelsville Elementary School
Annie Ford	Rye Cove High School
Patricia Currier	Rye Cove Intermediate School / VPE
Tony Anderson	Scott County Career & Technical Center
Deanna Ward	Shoemaker Elementary School
Joey Shipley	Twin Springs High School
Shannon Pillion	Weber City Elementary School
Delores Collier	Yuma Elementary
John Ferguson	Central Office Representative
Cindy Dorton	Principal Representative
Angie Vermillion	Support Staff Representative
Justin Forrester	SCEA Representative

SALARY/FRINGE BENEFITS COMMITTEE PROPOSAL FOR THE 2011-12 SCHOOL YEAR

1. **The committee recommends funding two step increases for the 2011-12 school year and eliminating steps 30 through 32 on the *Teachers' Salary Schedule*.**

2. **The committee recommends that any possible salary increase for all full-time employees be based on percentage of actual salary.**

3. **The committee recommends continuing (a) to maintain health insurance premiums for employees at the lowest possible rates without a reduction in benefits, (b) to offer the sick leave bank to employees, (c) to provide duty-free lunch for elementary teachers, and (d) to issue employee contracts as early as possible before the end of the 2010-11 school year.**

4. **The committee recommends that the School Board continue to evaluate and equalize all non-classified staff's salary scales, with particular attention to the nurses' scale, including the possibility of extending nurses' contracts to 185 days.**