SALARY/FRINGE BENEFITS COMMITTEE PROPOSAL

2012-13

March 6, 2012

2011-12
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
Justin Forrester	Gate City Middle School
Tracy Stallard	Hilton Elementary School
David Gwinn	Nickelsville Elementary School
Christy Head	Rye Cove High School
Patricia Currier	Rye Cove Intermediate School / Scott Co. VPE
Stephen Taylor	Scott County Career & Technical Center
Lisa McLain	Shoemaker Elementary School
Joey Shipley	Twin Springs High School
Kim Wilson	Weber City Elementary School
Shauna Lawson	Yuma Elementary
Jason Smith	Central Office Representative
Kathy Musick	Principal Representative
Billy Nash	Support Staff Representative
Justin Forrester	SCEA Representative

SALARY/FRINGE BENEFITS COMMITTEE PROPOSAL FOR THE 2012-13 SCHOOL YEAR

1. The committee recommends that any VRS increase be funded by the school board/system.

2. The committee recommends funding a one-step increase for all employees for the 2012-13 school year and eliminating steps 27 through 32 on the Teachers' Salary Scale. This would make the top pay for bachelor's degree $54,375 and top pay for a master's degree $56,335.

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 2011-12 school year.

4. The committee recommends adding 4 paid holidays for teachers, 11-month and 12-month employees.

5. The committee recommends a 1% salary increase for non-professionals who have reached the top of their respective salary scale.

6. The committee recommends allowing bus drivers access to the same insurance benefits as full-time employees.