

Recommendation For Gadsden ISD Daycare Centers
Board Meeting June 23, 2005

- a) Close the Anthony Child Development Center and use the space to house a pre-kinder program for the Anthony/Berino area. Presently the Anthony pre-kinder students were to be bussed to La Union. The Berino pre-kinder students were not going to be served at all. This would allow us to provide a service to Anthony and Berino students that we feel will benefit our schools more than a daycare center.
- b) Leave Alma del Valle Daycare open in Mesquite until it can be relocated to the La Mesa Pre-kinder Center. We cannot move the daycare immediately because we must bring the classrooms that will be used in La Mesa up to specifications. All Alma del Valle IA's will be on a 182 day contract.
- c) We feel that that the daycare will do very well at the La Mesa Pre-school Center because parents with pre-kinder children may want to use the daycare services for the ½ day that the child is not in the pre-kinder program or use the daycare services for other children in the family .
- d) The Anthony Daycare staff would be allowed to apply for any of the pre-kinder IA positions as well as any K-6 IA position available.

-Pre-kinder IA at GAC	210 day contract
-Pre-kinder IA at La Mesa/Anthony	190 day contract
-K-6 Classroom IA	182 day contract

See attached chart for more specific information about salary for each of the positions. Note there are no IA positions on 260 day contracts.

1	2	3	4	5	6	7	8	9	10
Position	Hrly Rate 2004/05	Hrly Rate 2005/06**	260 days 7-8 hr day	182 days 7-8 hr. day	Yrs. Of Exp.	Hrly Rate***	210 days/ 7 hr	190 days/ 7 hr	182 days 7 hr.
Anthony Day Care									
Manager	RESIGNED								
3 hr. assistant	8.17	8.27	17,202	12,041	5	10.09 -11.14	14,832 – 16,376	13,430 – 14,816	12,855 – 14,192
7 hr. assistant	8.17	8.27	15,051	10,536	5	10.09 -11.14	14,832 – 16,376	13,430 – 14,816	12,855 – 14,192
3 hr. assistant	8.17	8.27	17,202	12,041	4	9.99- 11.04	14,685 – 16,229	13,286 – 14,683	12,727 – 14,065
7 hr. assistant	8.17	8.27	15,051	10,536	1	9.67 – 10.73	14,215 – 15,773	12,861 – 14,271	12,320 – 13,670
3 hr assistant	8.17	8.27	17,202	12,041	3	9.89 -10.94	14,538 – 16,082	13,154 – 14,550	12,600 – 13,938
3 hr assistant	8.17	8.27	17,202	12,041	7	10.32 – 11.40	15,170 – 16,758	13,726 – 15,162	13,147 – 14,524
3 hr assistant	8.17	8.27	17,202	12,041	10	10.71 – 11.83	15,743 – 17,390	14,244 – 15,734	13,645 – 15,071
Alma del Valle									
Manager	12.59	12.74	21,403		8	10.45 – 11.53	15,632 – 16,949	13,899 – 15,335	13,313 – 14,689
7 hr assistant	8.17	8.27	15,051	10,536	5	10.09 -11.14	14,832 – 16,376	13,430 – 14,816	12,855 – 14,192
7 hr assistant	8.17	8.27	15,051	10,536	2	9.78 – 10.84	14,377- 15,935	13,007- 14,418	12,460 – 13,810
7 hr assistant	8.17	8.27	15,051	10,536	3	9.89 – 10.94	14,538 – 16,082	13,154 – 14,550	12,600 – 13,938

* Not on a salary schedule. Have been given approved 1.25% increase

**If placed on the attached salary schedule, the rate of pay is higher. Plus the salary would also be based on the years of experience and number of hours above the HS diploma or GED the individual has earned (e.g. Dona Ana Branch Community College)

SEE ATTACHED SALARY SCHEDULE

Gadsden I.S.D. # 19
 Salary Schedule 2C
 Instructional Support
 Level 3
 2004-05

182 Days

26 Checks

Step	Range 1 <u>High School</u>	Range 2 <u>15 Hours</u>	Range 3 <u>30 Hours</u>	Range 4 <u>45 Hours</u>	Range 5 <u>60+ Hours</u>	Range 6 <u>Asso.D</u>
0	\$ 9.59	\$ 9.81	\$ 10.02	\$ 10.19	\$ 10.37	\$
1	\$ 9.67	\$ 9.90	\$ 10.10	\$ 10.28	\$ 10.47	\$
2	\$ 9.78	\$ 10.01	\$ 10.22	\$ 10.40	\$ 10.58	\$
3	\$ 9.89	\$ 10.12	\$ 10.32	\$ 10.50	\$ 10.68	\$
4	\$ 9.99	\$ 10.20	\$ 10.41	\$ 10.61	\$ 10.80	\$
5	\$ 10.09	\$ 10.29	\$ 10.50	\$ 10.71	\$ 10.92	\$
6	\$ 10.20	\$ 10.39	\$ 10.60	\$ 10.81	\$ 11.03	\$
7	\$ 10.32	\$ 10.53	\$ 10.74	\$ 10.94	\$ 11.16	\$
8	\$ 10.45	\$ 10.66	\$ 10.87	\$ 11.09	\$ 11.31	\$
9	\$ 10.58	\$ 10.78	\$ 11.01	\$ 11.23	\$ 11.45	\$
10	\$ 10.71	\$ 10.92	\$ 11.14	\$ 11.36	\$ 11.59	\$
11	\$ 10.85	\$ 11.07	\$ 11.29	\$ 11.51	\$ 11.74	\$
12	\$ 10.98	\$ 11.20	\$ 11.42	\$ 11.66	\$ 11.89	\$
13	\$ 11.12	\$ 11.34	\$ 11.57	\$ 11.80	\$ 12.04	\$
14	\$ 11.25	\$ 11.48	\$ 11.72	\$ 11.95	\$ 12.18	\$
15	\$ 11.40	\$ 11.62	\$ 11.85	\$ 12.10	\$ 12.34	\$
16	\$ 11.55	\$ 11.77	\$ 12.01	\$ 12.24	\$ 12.49	\$
17	\$ 11.68	\$ 11.91	\$ 12.16	\$ 12.40	\$ 12.65	\$
18	\$ 11.83	\$ 12.06	\$ 12.31	\$ 12.55	\$ 12.81	\$
19	\$ 11.97	\$ 12.22	\$ 12.47	\$ 12.71	\$ 12.97	\$
20	\$ 12.12	\$ 12.37	\$ 12.61	\$ 12.87	\$ 13.13	\$
21	\$ 12.28	\$ 12.53	\$ 12.77	\$ 13.03	\$ 13.29	\$
22	\$ 12.43	\$ 12.69	\$ 12.93	\$ 13.19	\$ 13.46	\$
23	\$ 12.59	\$ 12.83	\$ 13.09	\$ 13.36	\$ 13.63	\$
24	\$ 12.75	\$ 13.01	\$ 13.26	\$ 13.52	\$ 13.79	\$
***25	\$ 12.91	\$ 13.16	\$ 13.42	\$ 13.69	\$ 13.97	\$

Regular Classroom Instructional Assistant
 Regular Special Education Instructional Assistant

***INDIVIDUALS WHO ARE BEING PAID MORE THAN THIS SALARY SCHEDULE WILL NOT RECEIVE AN INCREASE FOR 2004-05.

2004-05 INSTRUCTIONAL SUPPORT SALARY SCHEDULE
CONDITIONS OF EMPLOYMENT

At-will employment is pursuant to the at-will employment agreement. The work schedule consists of (5) days a week, seven and a half (7.5) hours a day which includes thirty minute lunch break and the number of days per year as indicated by the position. overtime and/or comp. time is permitted without the permission of the supervisor.

Each full year of out-of-district experience directly related to the job classification for the individual is employed will be credited on the schedule up to a maximum of four (4) years of credit.

Out-of-district working experience in a related area will be credited on a two-for-one basis. Two (2) years of related experience will be credited as one year's experience on the schedule up to a maximum of four (4) years of credit. The Associate Superintendent for Human Resources will make the determination as to what type of experience will be allowed.

Transfers within the district from one job classification to another (e.g., instructional assistant to school secretary) will maintain the experience allowed on the original job classification as long as experience is within the same general classification.

Credit for a full year on the schedule will be given to employees of the Gadsden District who have the following minimum experience in a year has been earned:

- a. 91 days for 182 day positions
- b. 95 days for 190 day positions
- c. 100 days for 200 day positions
- d. 105 days for 210 day positions
- e. 110 days for 220 day positions

Steps on the salary schedule correspond to the number of years of full-time verified actual experience.

Holidays are established by the Board of Education and shall be unpaid holidays.

All employees:	Sick Leave:	One (1) day for every twenty (20) working days (unlimited accumulation)
	Personal Leave:	Two (2) days per year (balance transferred to sick leave at end of year)

