





1	Harris	<p>Recommend maintaining competitive teacher salary at above market through increases to the midpoint.</p> <p>An across the board competitive raise for teachers and staff. Changed 2016 04 05</p>	<p>A 1% raise on base pay will cost approximately \$3,762,429. A 1% raise on mid point will cost approximately \$4,191,346.</p>	<p>Impact depends on percent of raise and method of application (percent of actual or percent of midpoint) approved by Board of Trustees</p>
2	Harris	<p>Class sizes kept to the 27:1, 25:1, and 22:1 ratios for High School, Jr. High and elementary K-12. It was determined that our students were probably not that different than those in other districts and question arose as to how the</p>	<p>other districts were doing it on lessor staff????</p> <p>Stipends to attract and retain Special Ed teachers and Special Ed aides that are dealing with students that that D)</p>	<p></p>



7	Harris	<p>Increase AVID summer institute summer training staff to double the current levels on the high school, junior high and elementary levels.</p> <p>Adopt and fund a method of teaching that closes the achievement gap for socio-economically challenged students which represent 68-70% of our student population. (AVID) Changed 2016 04 05</p> <p>Notes: AVID is a proven program for helping all students for reaching 70% of our students that are economically disadvantaged.</p>	<p>AISD uses a number of strategies designed to close performance gaps and many are included in the 2016-2021 strategic plan. No single strategy will close performance gaps. Strategic plan strategies that address performance gaps include: Professional learning plans, assessment policy & systems, data management and reporting systems (My Track, etc.), instructional model, K-6 math/reading literacy framework, sheltered instruction for English Language Learners, enhancing data protocol, comprehensive system for student assistance and intervention in the areas of academic achievement, social/emotional learning and support, and language acquisition and expanding PK offerings.</p> <p>All traditional AISD secondary schools and nine elementaries have AVID. Membership and training cost to add AVID at the remaining 44 elementary schools in 2017-18 is \$482,685.</p> <p>Currently, five people from each AVID campus attend the AVID Summer Institute each year, at a cost of \$725/person. The estimated cost to double the number of individuals attending Institute is \$98,725, including mileage reimbursements for travel to/from the institute.</p>				\$98,725
8	Harris	<p>Allocate necessary resources to educate our locally elected legislators about the escalating costs of active employee health insurance and explore possible alternatives or solutions.</p>	<p>The AISD Board of Trustees discussed a draft Interim Legislative Agenda during a work session on March 21st, and they will consider approval of the interim agenda on April 7th. The following item regarding</p>				

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Miller

Recommend the district partially pay for unused sick/personal local leave days for retiring teachers. "A sub costs at least \$77 a day." Teachers may bank 5 days per year to a max of 50 days. "Electing to take those days off in bulk in their last year can result in significant cost to the district as well as academic disruption to the students." We recommend that teachers be paid for their unused local days at \$50 per day to avoid the unnecessary use of subs and reward teachers for their



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Group 3

We are in support of