

HASA Salary Study Will Have Members Test Indexing Plan

In the next several months, HASA will request some time from all its component group members to explain how the proposed salary indexing plan works and how it would affect individual member salaries. Members of the various component groups will be led by Richard Martinez, HASA's consultant, in an exercise that will tell participating member how he or she will be affected financially if the indexing plan is implemented. We all know that at this time there is no money to fund new programs, however, if the plan is deemed to be acceptable by administrators, the superintendent, and the School Board, the plan can be implemented when money is available.



When all HASA component groups have the opportunity to experience the indexing plan exercise and it is determined that the plan can work, the next step would be to do a detailed financial analyses of the plan so one would know how much it would cost to implement if it was put in place at that time. One aspect that has been repeated many times is that all administrator salaries will be held harmless if they, in any way have to take a pay cut under the indexing plan. Things may change in the future but at least we will have a plan on the shelf that has been tested, approved, and priced.

Now that our school district has received the Wallace Grant, there is an opportunity to try to develop a career ladder plan for administrators similar to and that would run concurrently with the Empowering Effective Teachers Plan. This will not be easy to do because unlike teachers who all belong in one group, administrators have many various groups starting with entry level coordinators and AP's all the way up to assistant superintendents etc. Mr. Lewiss Brinson and the superintendent are supportive of this initiative and are willing to move forward with this possibility. More information will be forthcoming to all HASA members.

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