



San Antonio Alliance of Teachers & Support Personnel

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June 3, 2008

Dear SAISD Board Member:

Frequently in the past, SAISD has waited until the end of the budget process to decide salaries. Everything else is decided first and then if there is anything leftover, that goes to salaries. Our people in SAISD are our most important resource for our children. Without excellent employees to serve our students, nothing else matters. On behalf of the San Antonio Alliance and all the non-administrative personnel in the district who we serve as their elected representative, I implore you to address salaries first, not last, during this budget cycle. We should not be giving the leftovers from the budget to our employees.

As you likely know, Northside ISD and North East ISD have already both approved salary schedules for next school year. I know you are aware that SAISD is at risk of losing many of our best employees to those two districts. We have many employees who live in those districts who can benefit financially not only through the higher salaries offered in those districts but also through lower gas costs by not having to drive so far to work. I have spoken, as I know some of you have, to many employees who do not want to leave SAISD. Their hearts are here. We have many employees who went to school in SAISD and want to continue to work here with our children. But some have their own families and are torn between staying in the district they love and providing for their own children. Please help them to stay in SAISD.

SAISD not only needs to increase salaries for the 2008-09 year but also needs to make up ground lost to other districts by not providing a salary increase for the 2007-08 year. We understand that state funding formulas work to the disadvantage of districts that are low wealth and that are not fast growth districts. We know that the State Legislature does not meet again until January 2009. The only choices left to the district right now are to get as lean as possible by cutting administrative positions and/or to go back to the voters for a rollback election in November. We recommend both.

Employees are making decision now as to whether or not to apply in other districts. Please address salaries at your June meeting so that SAISD have the best chance of keeping our best employees here.

Sincerely,

Shelley Potter, President