



ECISD BOARD WORKSHOP

JUNE 13, 2023



The Ector County Independent School District is dedicated to employing the best qualified employees to educate the students of our district.

We actively recruit applicants that will help our students reach their full potential.

We are committed to maintaining a high retention rate of all employees by providing excellent benefits and opportunities for professional growth.

SALARY MAINTENANCE STUDY

- *In an effort to align the Strategic Plan with the Compensation Plan and create a more competitive compensation plan, each year ECISD conducts a salary maintenance study with the Texas Association of School Boards (TASB).
- *TASB assists the district in recommended a general pay increase and equity adjustments to better align our systems.
- *General pay increases and adjustments for all positions provide a more competitive salary structure when competing with other districts and area markets.
- *Moving forward, TASB will continue to provide yearly maintenance reviews to assist in aligning our systems to ensure we maintain a competitive and sound compensation plan.



Highlights for 2023-2024

- RECOMMENDATION #1 3% INCREASE FOR ALL CAMPUS AND CENTRAL OFFICE PROFESSIONALS
- RECOMMENDATION #2 \$60,250 NEW STARTING SALARY FOR BEGINNING TEACHERS
- RECOMMENDATION #3 3% INCREASE FOR ALL HOURLY EMPLOYEES



PAY INCREASES FOR 2023-2024

Who Does the 3% increase affect?

Campus Based employees

- Teachers
- Nurses
- Media Specialists
- Counselors
- Principals
- Associate Principals
- Assistant Principals
- Dean of Students

*TEACHER STARTING SALARY \$60,250 (ZERO YEARS OF EXPERIENCE)



PAY INCREASES FOR 2023-2024

Who Does the 3% increase affect?

Central Office Administration

- Directors, Coordinators, Supervisors, Specialists
- Executive Directors
- Associate Superintendents, Chief of Schools, Chief Financial Officer, Chief Technology Officer
- Administrative Professionals, Special Education Staff (Speech Pathologist, LSSP, Diagnostician, Physical Therapist, Occupational Therapist)
- Other Administrative Professionals (Communications, Innovation, Auditor, Strategists, Payroll, Purchasing, etc...)

**All central office staff shall be included in a 3% increase of the new midpoint of the paygrade



PAY INCREASES FOR 2023-2024

Who Does the 3% increase affect?

All Hourly (non-exempt employees)

- Auxiliary (Custodians, Maintenance, School Nutrition, Transportation)
- Police
- Technology
- Instructional Support (Aide, Certified Nurse Assistant, Opportunity Culture-Reach Associate, Teacher Resident, Instructional Facilitator)
- Clerical Support (Clerk, Registrar, Administrative Assistant, Specialist, Receptionist)

*Minimum for all hourly employees increased to \$15.00/hour for 2022-2023



ADDITIONAL AREAS FOR COMPENSATION IN 2023-2024

Teacher Incentive Allotment

Opportunity Culture

Stipends

Supplemental Pay



QUESTIONS



**Our mission is to be the preferred
employer in the Permian Basin**