



Aledo ISD Pay System Review

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TASB Pay Study Process

Data Collection

Pay data & processes

Kick-off discussions



Market Pay Review

Gather market data

Match common jobs



Build Models for Improvement

Align pay structures

Adjust employee pay



Pay System Objectives

- **Recruit Employees**

- Competitive entry rates
- Competitive pay for experienced new hires

- **Pay for Job Value**

- Prevent overpayment or underpayment

- **Retain Employees**

- Advance pay to market rates
- Market-competitive pay increases

- **Control Costs**

- Salary plan and increases driven by budget



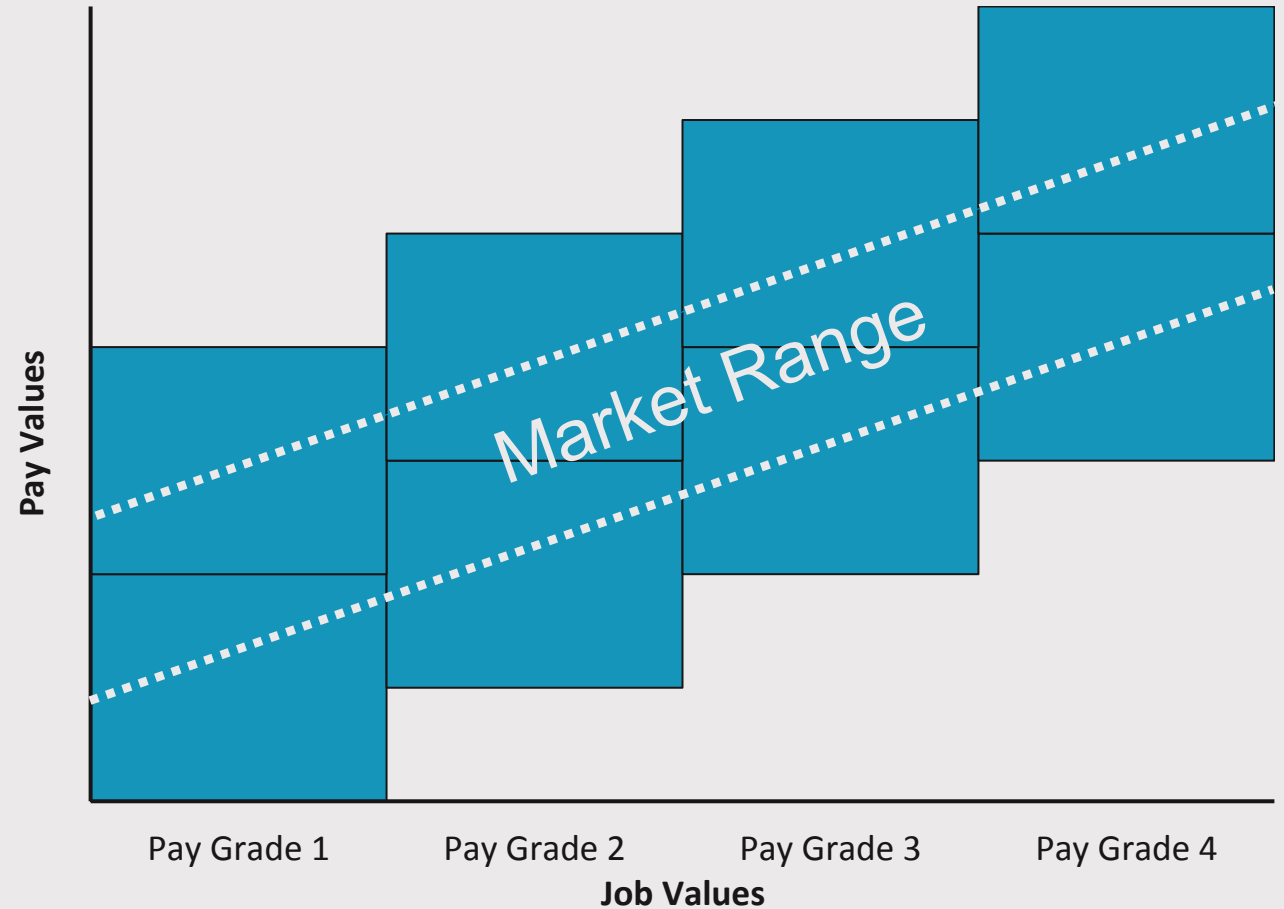
Pay System Controls

Pay Range Control Points

Maximum Rates —
maximum pay for job value

Midpoint Rates —
market target pay for job value

Minimum Rates —
lowest pay for job value





Strategies for Pay System Control

- Assess job value accurately
- Keep pay ranges competitive
- Control pay spread between job incumbents
- Accelerate employees to market pay
- Budget sufficiently for pay increases



Market Pay Strategy

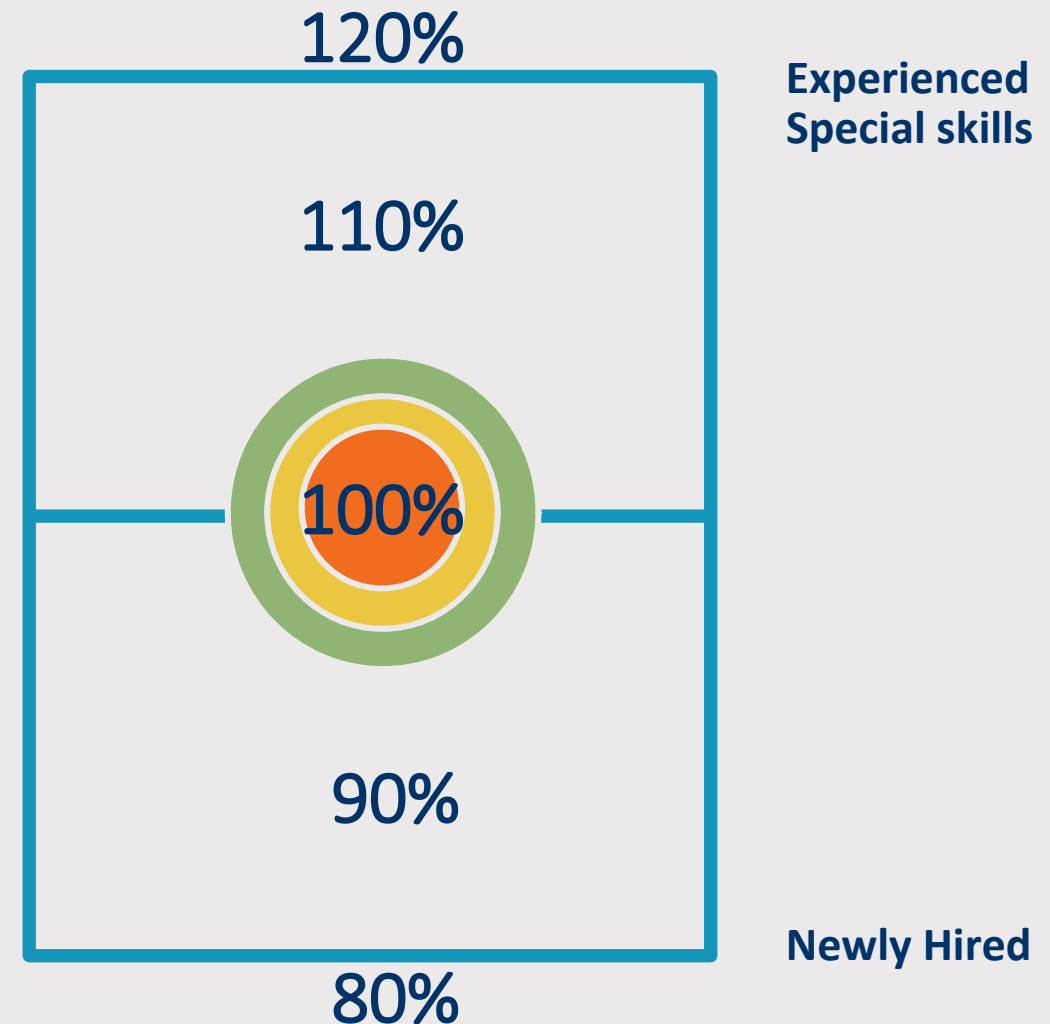
Market rate is intentionally set:

- Market value
- District goals

Range parameters are set to limit employee pay variance from the target rate.

Goal is to pay employees near target rate.

Target rate is adjusted regularly.





Market Districts

District	Enrollment	Teachers	Directors and Above	Administrative/ Professional	Nonexempt
Aledo ISD	6,074				
Azle ISD	6,566	X	X	X	X
Burleson ISD	12,425	X	X	X	X
Carroll ISD	8,336	X	X	X	X
Castleberry ISD	3,780	X	X	X	X
Cleburne ISD	6,707	X	X	X	X
Eagle Mountain-Saginaw ISD	19,882	X	X	X	X
Fort Worth ISD	84,671	X		X	X
Granbury ISD	7,129	X	X	X	X
Joshua ISD	5,602	X	X	X	X
Keller ISD	35,121	X		X	X
Northwest ISD	24,108	X		X	X
Weatherford ISD	8,157	X	X	X	X
White Settlement ISD	6,825	X	X	X	X



Other Market Sources

- Economic Research Institute for Fort Worth area
- CompAnalyst for Fort Worth area



Teachers – Demographics

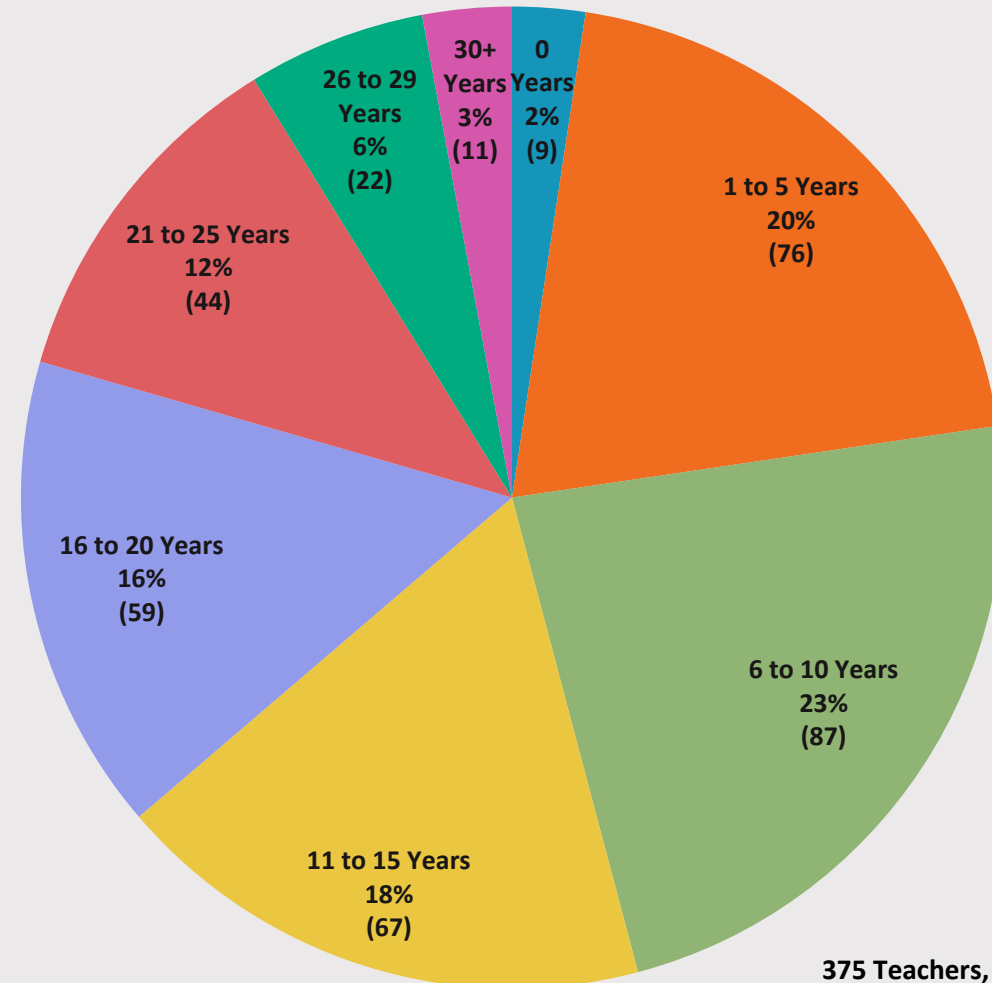
Experience of Current Teachers, 2018-19

**12.9
Years**

Aledo
ISD
Average

State
Average

**10.9
Years**

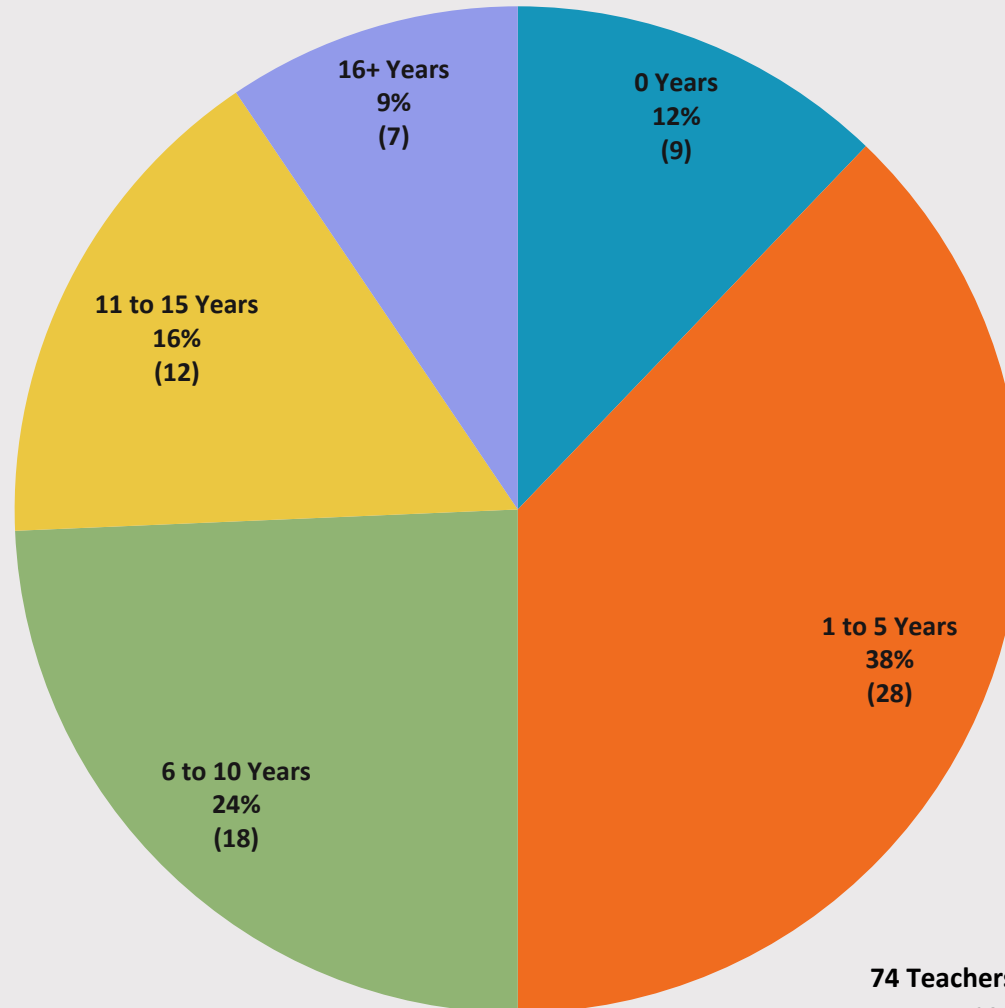


375 Teachers, Librarians, and Nurses (RN)



Teachers – Demographics

Experience of Newly Hired Teachers, 2018-19

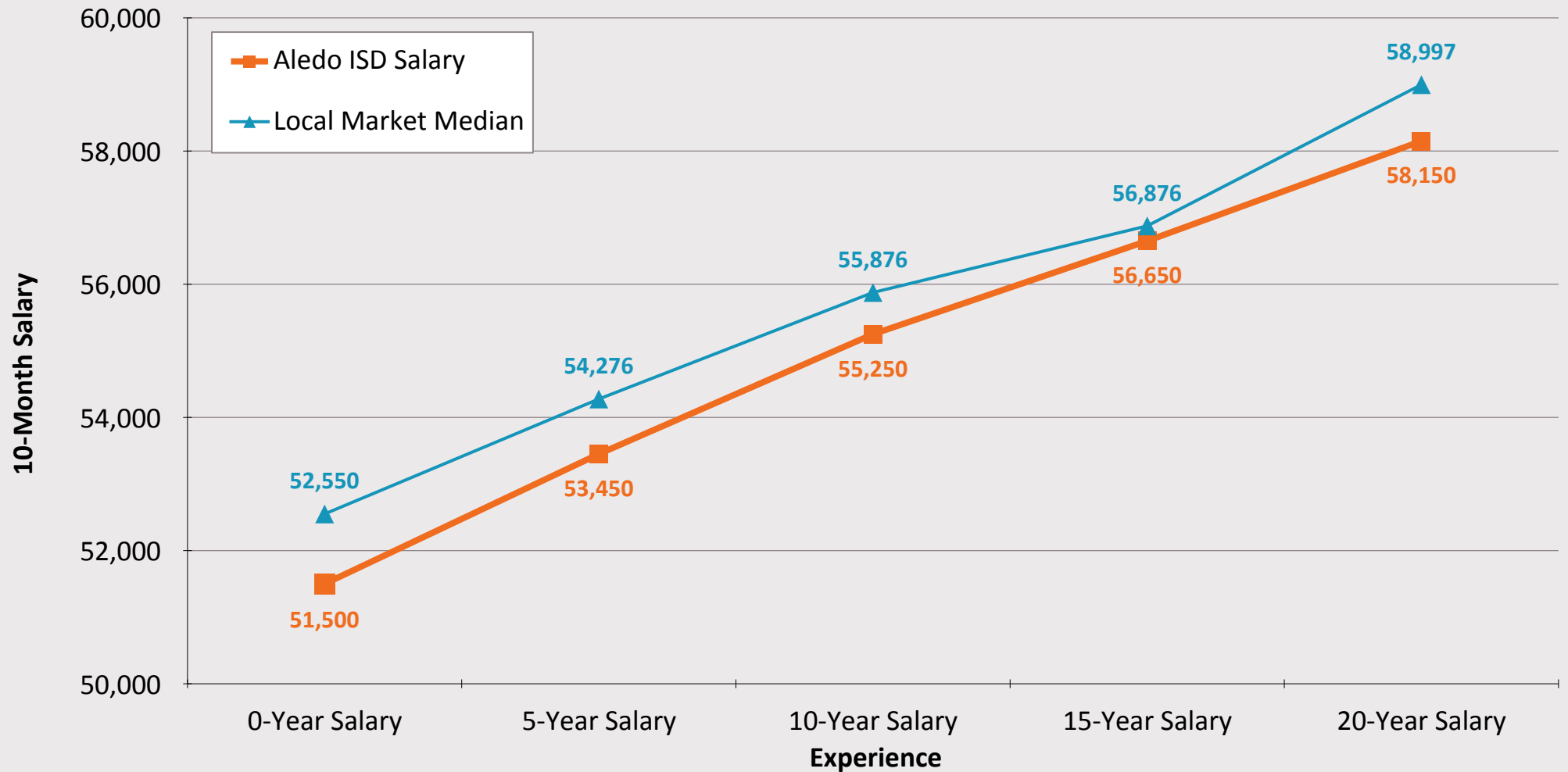


74 Teachers, Librarians, and Nurses (RN)
new to the district in 2018-2019



Teachers – Market Salaries

Teacher Salary Plan, 2018-2019
Market Comparison





Teachers – Market Salaries

	0 - Years	5 - Years	10 - Years	15 - Years	20 - Years
Aledo ISD Salary	\$51,500	\$53,450	\$55,250	\$56,650	\$58,150
Market Median	\$52,550	\$54,276	\$55,876	\$56,876	\$58,997
% Difference from Market	98%	98%	99%	100%	99%
Difference from Market	-\$1,050	-\$826	-\$626	-\$226	-\$847



Teachers – Market Stipends

Stipend	Aledo ISD	Median Stipend	Districts Reporting
General Master's Degree	\$500	\$1,250	10 of 13
Subject-Area Master's	--	\$1,500	1 of 13
Secondary Math	--	\$2,000	3 of 13
Secondary Science	--	\$1,900	2 of 13
Special Education General/Resource	--	\$1,725	2 of 13
Special Education Self-Contained	--	\$1,500	4 of 13
Bilingual	--	\$3,570	11 of 13
ESL	--	\$563	4 of 13



Exempt – Market Salaries

Pay Group	Employee Pay to Market	Pay Grade Midpoint to Market	Number of Benchmarks
Central Administration	94%	98%	15
Campus Administration	97%	99%	7
Professional	100%	103%	19



Nonexempt – Market Salaries

Pay Group	Employee Pay to Market	Pay Grade Midpoint to Market	Pay Grade Minimum to Market	Number of Benchmarks
Clerical & Technical	99%	100%	104%	15
Instructional Support	100%	101%	102%	5
Auxiliary	101%	101%	105%	16



Recommendation 1

Adopt proposed pay structure adjustments to improve market and internal equity

- Midpoints adjusted to market values for administrative/professional, clerical/paraprofessional, and auxiliary staff pay structures
- Two placement structures for teachers based on two general pay increase models



Recommendation 2

Adopt a general pay increase (GPI) to maintain market position

- Model 1: 3% for all job groups
- Model 2: 2% for all job groups
- For teacher structure, GPI calculated as a percentage of market median salary
- For other pay groups, GPI calculated as a percentage of employee's pay grade midpoint



Recommendation 3

Provide additional adjustments to improve internal equity and address market differences

- Adjust pay rates to 1 percent above the minimum of employee's proposed pay range for employees whose pay is below their proposed pay range minimum value
- Adjust salaries for non-teaching administrative professional staff to ensure they are paid no less than what a teacher with the same degree and experience will be paid



Recommendation 4

Improve pay equity and budget management by maintaining pay for employees who are above proposed pay grade maximums.

- Maintain salaries and provide no—or smaller—general pay increases to employees paid above the new pay grade maximums.



Recommendation 5

Continue a market-based approach to pay planning.

- For teachers, use a hiring schedule only for guiding placement of new hires.
- For non-teachers, use a midpoint-based pay structure to align pay with market value.
- Grant pay raises when budget allows. Teachers all receive same increase amount as well as non-teachers within the same pay grade.



Recommendation 6

Annually review the district compensation plan and update as needed to maintain market competitiveness.

- Calculate median starting pay and median average pay on an annual basis.
- Review the pay structures annually and adjust as needed to maintain a competitive position in the local market.



Cost – Model 1 (3.0%)

Model 1:

Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers, Librarians, and Nurses (RN)	\$635,902	\$8,558	\$644,460
Administrative/Professional	\$218,271	\$178	\$218,449
Clerical/Paraprofessional	\$81,226	\$1,201	\$82,427
Auxiliary	\$88,836	\$1,955	\$90,791
Total	\$1,024,235	\$11,891	\$1,036,127
% of Current Costs	3.1%	0.0%	3.1%



Cost – Model 2 (2.0%)

Model 2:

Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers, Librarians, and Nurses (RN)	\$430,183	\$8,554	\$438,737
Administrative/Professional	\$145,514	\$311	\$145,825
Clerical/Paraprofessional	\$54,701	\$1,968	\$56,669
Auxiliary	\$59,378	\$2,507	\$61,885
Total	\$689,776	\$13,340	\$703,116
% of Current Costs	2.1%	0.0%	2.1%

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