



## **ALEDO ISD BOARD MEETING TEMPLATE**

**MEETING DATE:** April 19, 2021

**AGENDA ITEM:** TASB HR Services Pay Systems Review

**PRESENTER:** Earl Husfeld, Chief Financial Officer and Sherry Taylor, Executive Director of Human Resources

**BACKGROUND INFORMATION:**

- In the fall of 2020, the District contracted with Texas Association of School Boards (TASB) HR Services to conduct their annual maintenance review of our employee pay systems in order to compare Aledo ISD with our market. Our market was defined as thirteen (13) selected school districts that are either near us and we often compete with for staff, or districts that are similar in size and/or demographics.
- In order to provide for relevant, year-to-year comparisons, the same thirteen (13) school districts used for the 2019-2020 pay systems review were also used for the 2020-2021 review.
- Due to the COVID-19 pandemic, TASB HR Services is not making in-person presentations of their reports. Therefore, Mr. Husfeld and Ms. Taylor will share the results of the pay systems review with the Board of Trustees this evening and explain the project activities, data sources, market comparisons, etc.

**FISCAL INFORMATION:**

None - Informational Report

**ATTACHMENT(S):**

TASB Pay Systems Review Report

**ADMINISTRATIVE RECOMMENDATION:**

None - Informational Report



# Aledo ISD Pay System Review

April 2021



# 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



# Market Sources

## District Peers:

District	Enrollment
<b>Aledo ISD</b>	<b>6,641</b>
Azle ISD	6,666
Burleson ISD	12,425
Carroll ISD	8,302
Castleberry ISD	3,900
Cleburne ISD	6,832
Eagle Mountain-Saginaw ISD	20,857
Fort Worth ISD	77,179
Granbury ISD	7,226
Joshua ISD	5,400
Keller ISD	35,000
Northwest ISD	25,194
Weatherford ISD	7,974
White Settlement ISD	6,433

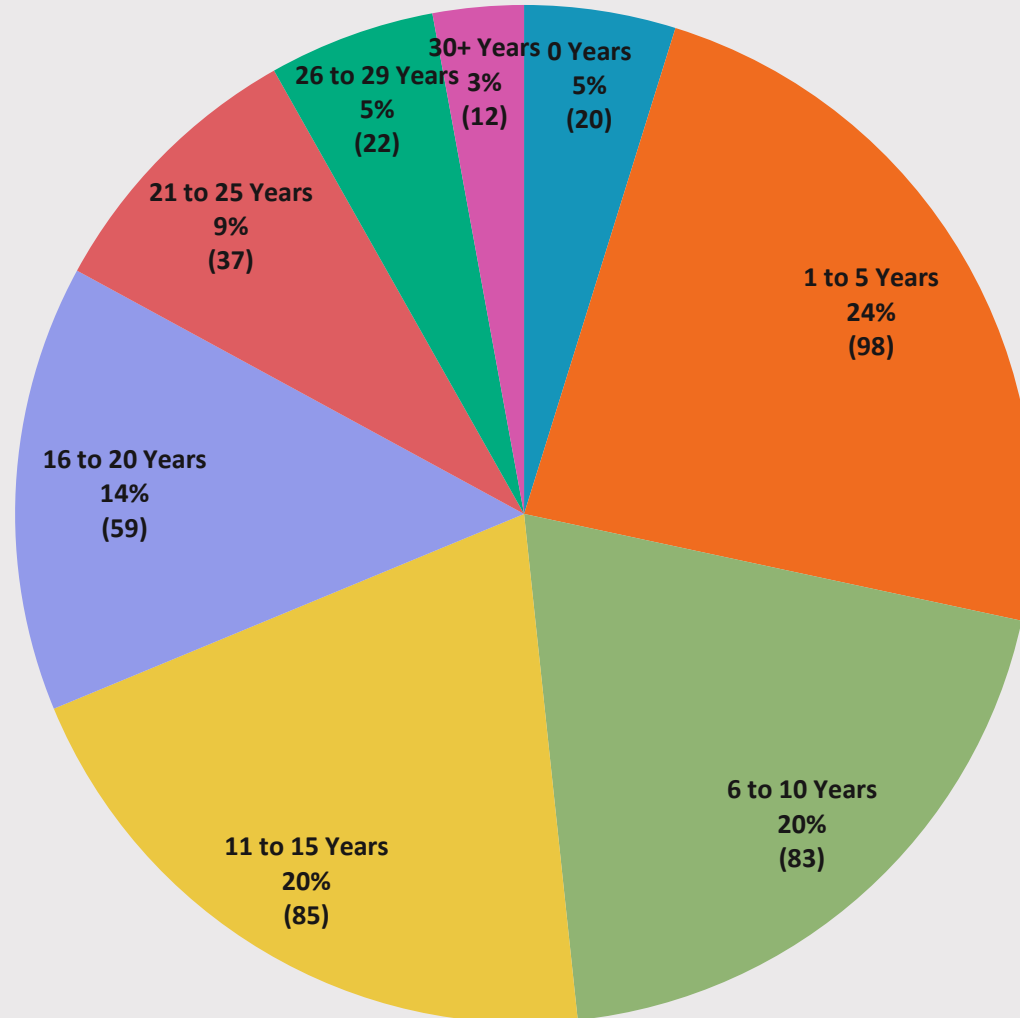
## Other market sources:

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



# Teachers – Demographics

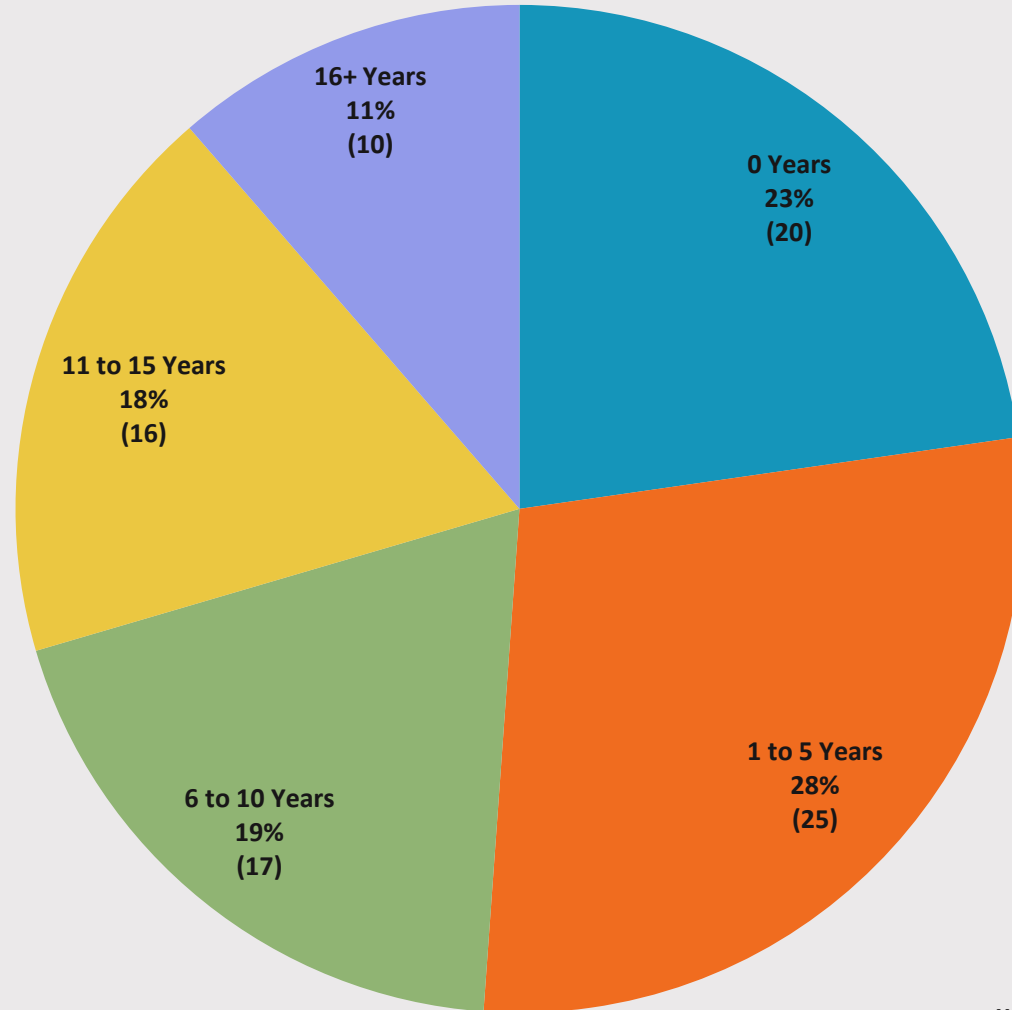
Experience of Current Teachers and Librarians





# Teachers – Demographics

Experience of Newly Hired Teachers and Librarians

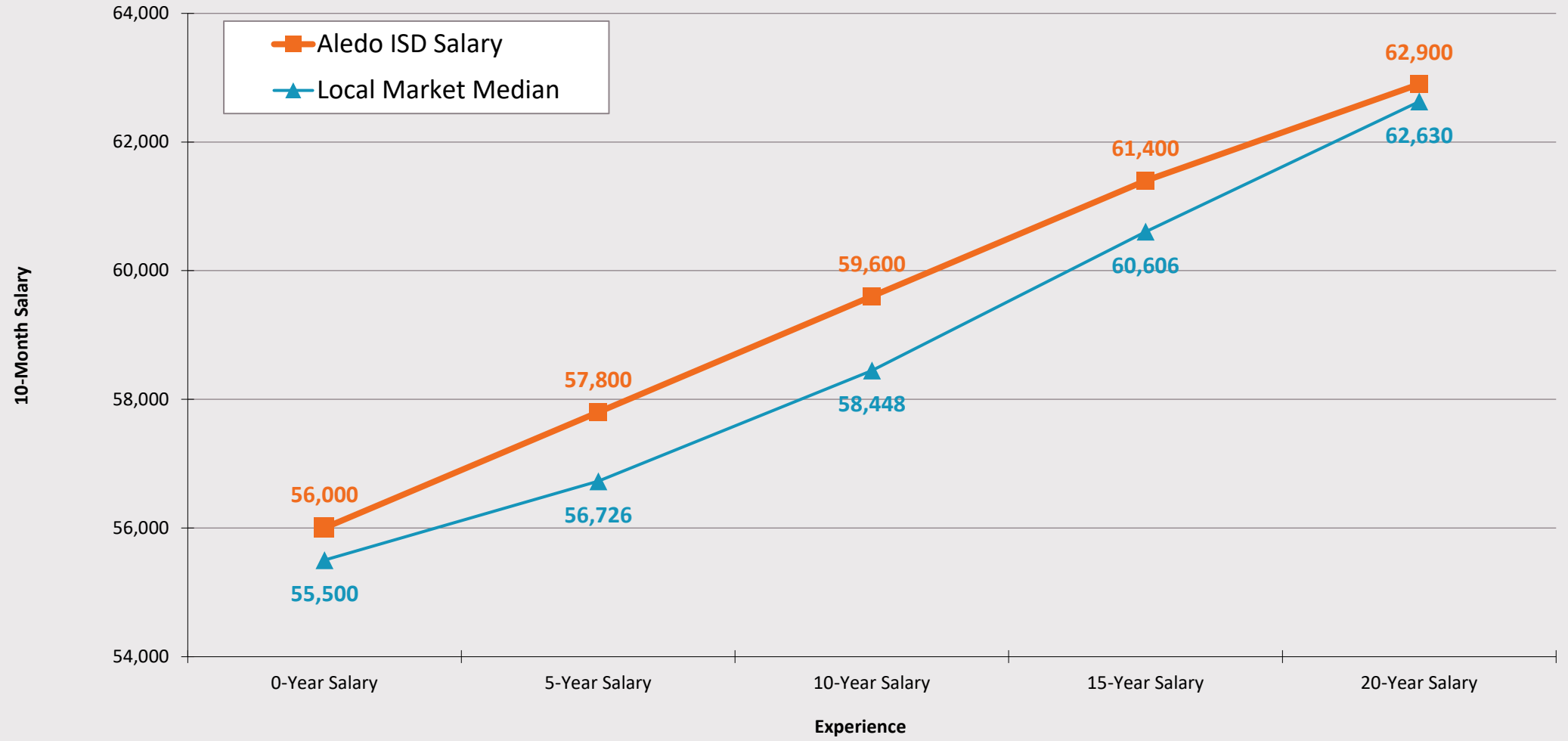


88 Teachers and Librarians  
with 0 years of local experience in 2020-2021



# Teachers – Market Graph

Teacher Salary Plan, 2020-2021  
Market Comparison





# Teachers – Market Salaries

	0 - Years	5 - Years	10 - Years	15 - Years	20 - Years
<b>Aledo ISD Salary</b>	\$56,000	\$57,800	\$59,600	\$61,400	\$62,900
<b>Local Market Median</b>	\$55,500	\$56,726	\$58,448	\$60,606	\$62,630
<b>% Difference from Market</b>	101%	102%	102%	101%	100%
<b>Difference from Market</b>	\$500	\$1,074	\$1,153	\$795	\$270





# Other Pay Groups – Market Salaries

Pay Group	Employee Pay to Market	Pay Grade Midpoint to Market	Pay Grade Minimum to Market	Number of Benchmarks
Central Administration	100%	104%	--	15
Campus Administration	98%	103%	--	7
Professional	102%	103%	--	20
Clerical Paraprofessional	101%	103%	105%	19
Auxiliary	105%	103%	104%	16



# Recommendation 1

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Implement pay structure adjustments to align with market

- Strong starting salaries
- Midpoints maintained with market
- Separate competitive pay range for bus drivers



## Recommendation 2

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

- Model: 2.0% for all job groups (\$1,200 teachers)
- Model: 2.5% for all job groups (\$1,500 teachers)
- Model: 3.0% for all job groups (\$1,800 teachers)



## Recommendation 3

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Provide adjustments to address market differences and maintain equity

- Bring to minimum
- Teacher pay equity adjustments
- Targeted adjustments
- Placement scale adjustments



# Cost – Model 2.0%

Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers and Librarians	\$498,964	\$32,731	\$531,696
Administrative Professional	\$186,468	\$21,143	\$207,611
Clerical Paraprofessional	\$58,959	\$18,765	\$77,724
Auxiliary	\$70,492	\$79,892	\$150,384
<b>Total</b>	<b>\$814,883</b>	<b>\$152,531</b>	<b>\$967,415</b>
<b>% of Current Costs</b>	<b>2.0%</b>	<b>0.4%</b>	<b>2.4%</b>



# Cost – Model 2.5%

Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers and Librarians	\$623,687	\$60,692	\$684,378
Administrative Professional	\$233,081	\$21,199	\$254,280
Clerical Paraprofessional	\$73,199	\$17,519	\$90,718
Auxiliary	\$86,094	\$73,327	\$159,421
<b>Total</b>	<b>\$1,016,061</b>	<b>\$172,736</b>	<b>\$1,188,797</b>
<b>% of Current Costs</b>	<b>2.5%</b>	<b>0.4%</b>	<b>3.0%</b>



# Cost – Model 3.0%

Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers and Librarians	\$748,484	\$32,725	\$781,209
Administrative Professional	\$279,694	\$16,612	\$296,306
Clerical Paraprofessional	\$87,406	\$16,457	\$103,863
Auxiliary	\$102,606	\$67,817	\$170,423
<b>Total</b>	<b>\$1,218,190</b>	<b>\$133,611</b>	<b>\$1,351,801</b>
<b>% of Current Costs</b>	<b>3.0%</b>	<b>0.3%</b>	<b>3.4%</b>

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