



ECISD Board Workshop

May 10, 2022



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 by recommending 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 2022-2023

RECOMMENDATION #1	3% INCREASE FOR ALL CAMPUS BASED PROFESSIONALS
RECOMMENDATION #2	\$58,750 NEW STARTING SALARY FOR BEGINNING TEACHERS
RECOMMENDATION #3	2% INCREASE FOR CENTRAL OFFICE PROFESSIONALS
RECOMMENDATION #4	4% INCREASE FOR HOURLY EMPLOYEES
RECOMMENDATION #5	\$15.00 NEW MINIMUM FOR HOURLY EMPLOYEES



PAY INCREASES FOR 2022-2023

Who does the 3% increase affect?

*Campus based employees

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

**Teacher starting pay \$58,750 (zero years of experience)*

***Teachers ALL receive a \$1,820 increase in addition to adjustments*



PAY INCREASES FOR 2022-2023

Who does the 2% pay increase affect?

*Central Office Administration (exempt employees)

-Directors, Coordinators, Supervisors, Specialists

-Executive Directors

-Associate Superintendents, Chief of Schools, Chief Financial Officer, Chief Technology Officer

-Administrative Professional Special Education Staff (Speech Pathologists, LSSP, Diagnostician, Physical Therapist, Occupational Therapist)

-Other Administrative Professionals (Communications, Innovation, Auditor, Strategists, Payroll, Purchasing, etc.)

***All Central Office shall be included in a 2% of the new midpoint*



PAY INCREASES FOR 2022-2023

Who does the 4% pay 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)

**The new minimum for all hourly employees is increased to \$15.00*

***Adjustments made due to experience*



ADDITIONAL AREAS FOR COMPENSATION IN 2022-2023

- *Teacher Incentive Allotment
- *Opportunity Culture
- *Working at a “Rise” campus (Burnet Elementary or Bowie Middle School)
- *Stipends
- *Supplemental Pay



QUESTIONS?



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