

Pay Systems Review

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**Ector County
Independent School District**

March 4, 2019

Luz Cadena

Introduction

TASB HR Services has been providing consulting services to Ector County ISD (ECISD) since 2004-05. These services include pay system reviews, job classification reviews, training, climate surveys, HR audits and other human resources support services. TASB last conducted a comprehensive pay system review in 2014-15 with few recommendations implemented by the district.

Background

Prior to the Tax Ratification Election approved by Ector County voters on November 6, 2019, ECISD teacher pay compared to Midland ISD was \$2,500 (5 percent) below at entry and \$1,750 (3 percent) below market at year 20. ECISD teacher pay trended considerably lower (10 percent below at entry) than median values across benchmark years when compared to similar sized enrollment districts in ESC 4, 10, 11, 17 and 18

A key priority of the Tax Ratification Election included pay raises for all employees. This included a \$2,500 teacher pay increase and a 3.5 percent range midpoint increase for all other employee groups. Including the \$3,000 teacher retention stipend and \$2,500 pay increase, ECISD starting teacher pay increased to \$50,000 matching Midland ISD for the 2018-19 school year.

Market Summary

Market Comparison Districts

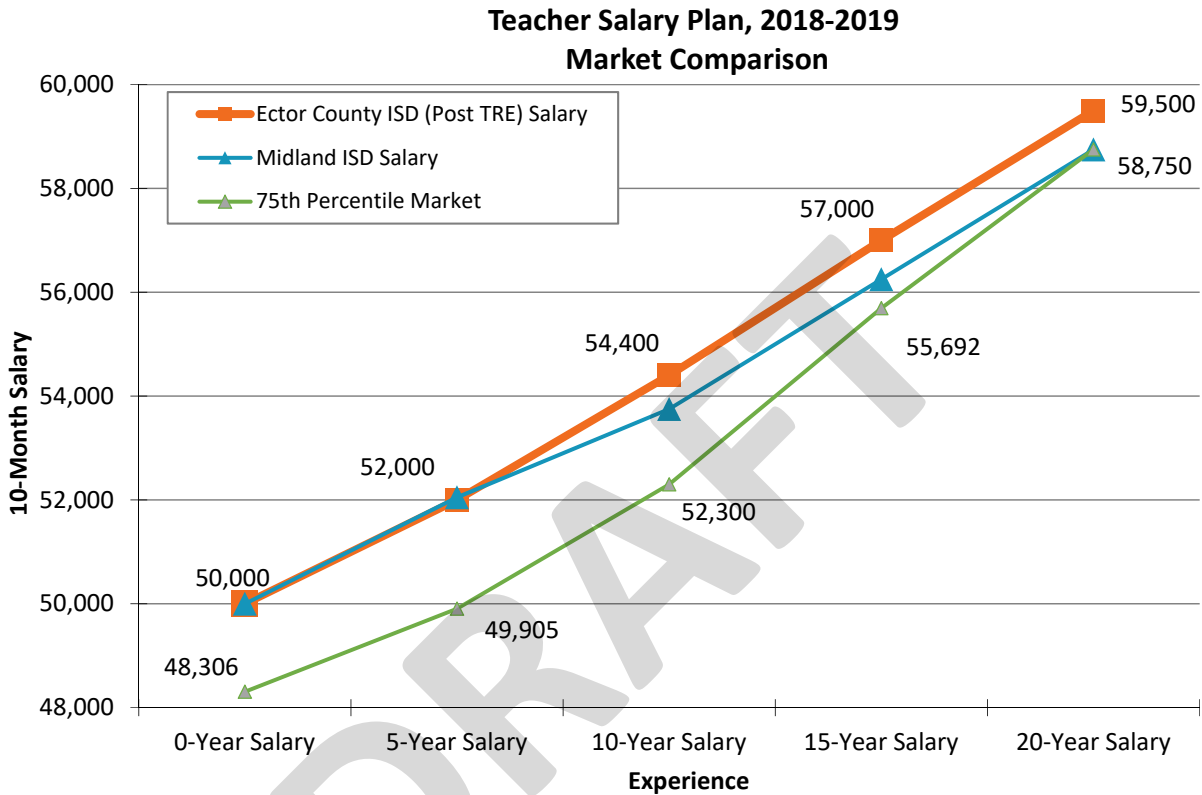
Two separate peer groups were used to assess the competitive job market for teachers. Comparison districts were selected on the basis of enrollment and location. School district data was obtained from the most recent available surveys conducted by TASB HR Services. Non-school market data for the Midland-Odessa metro area from multiple third-party sources was incorporated for positions with similar jobs outside of K-12 education. Statewide market data on districts of comparable size was used for single incumbent administrator jobs.

District	Enrollment
Ector County ISD	33,028
Abilene ISD	16,760
Amarillo ISD	32,925
Andrews ISD**	4,062
Crane ISD**	1,154
El Paso ISD	57,277
Fort Stockton ISD	2,438
Greenwood ISD**	2,663
Lubbock ISD	27,500
Midland ISD	25,634
Pecos-Barstow-Toyah ISD	2,816
Plainview ISD	5,336
San Angelo ISD	14,454
Seminole ISD	2,935
Socorro ISD	46,624
Wink-Loving ISD**	430
Ysleta ISD	40,961

** District did not participate in survey. Teacher schedules collected from the district.

Teacher Market Comparison

Teacher salaries at ECISD are at or above Midland ISD at all surveyed points in the range. Teacher starting pay is even with Midland ISD and pay is most competitive at 20 years. Compared to the 75th percentile, ECISD teacher salaries exceed market values at each benchmark year.



Teacher Salaries by Experience
Bachelor's degree, 10 months

	Beginning Salary	5-year Salary	10-year Salary	15-year Salary	20-year Salary
Ector County ISD (Post TRE) Salary	\$50,000	\$52,000	\$54,400	\$57,000	\$59,500
Midland ISD	\$50,000	\$52,050	\$53,750	\$56,250	\$58,750
Percent of Market	100%	100%	101%	101%	101%
Difference to Market	\$0	-\$50	\$650	\$750	\$750

The table below includes common teacher stipends and how the district compares with peers. ECISD teaching field stipends exceed market medians except for secondary Math and Science. Offering stipends for hard-to-fill positions is one method of remaining competitive with peer districts.

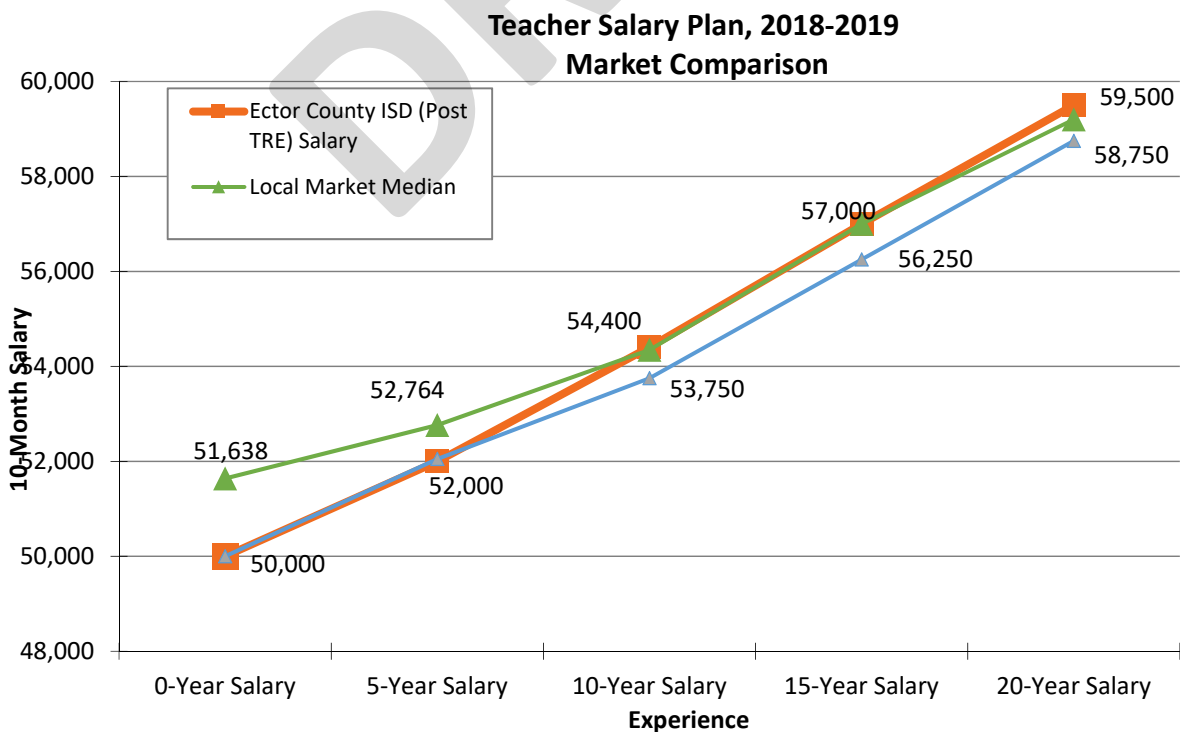
Stipend	Ector County ISD	Median Stipend	Districts Reporting
Master's Degree	\$2,600	\$1,000	10 of 10
Subject-Area Master's		\$3,000	1 of 10
Secondary Math	\$2,100	\$2,250	6 of 10
Secondary Science	\$2,100	\$2,250	6 of 10
Special Education General/Resource	\$1,100	\$1,050	4 of 10
Special Education - Self-Contained	\$2,100	\$1,000	7 of 10
Bilingual	\$2,100	\$1,500	10 of 10
ESL	\$2,100	\$1,300	6 of 10

Market Comparison Districts: Large Districts

District	Enrollment
Ector County ISD	33,028
Amarillo ISD	32,925
Arlington ISD	59,999
Birdville ISD	23,570
Carroll ISD	8,336
El Paso ISD	57,277
Fort Worth ISD	84,671
Goose Creek CISD	23,593
Hurst-Euless-Bedford ISD	23,689
Lubbock ISD	27,500
Midland ISD	25,634
Pflugerville ISD	25,394
Richardson ISD	39,625
Socorro ISD	46,624
Spring Branch ISD	34,641
Spring ISD	35,477
Ysleta ISD	40,961

Teacher Market Comparison – Large Districts

Teacher salaries compared to the large district peer group are 3 percent below market at entry and exceed market by 1 percent at 20 years.



Teacher Salaries by Experience
Bachelor's degree, 10 months
Large District

	Beginning Salary	5-year Salary	10-year Salary	15-year Salary	20-year Salary	Highest Sked
Ector County ISD (Post TRE) Salary	\$50,000	\$52,000	\$54,400	\$57,000	\$59,500	\$72,000
Local Market Median	\$51,638	\$52,764	\$54,349	\$57,001	\$59,202	\$68,123
Percent of Market	97%	99%	100%	100%	101%	106%
Difference to Market	-\$1,638	-\$764	\$52	-\$1	\$299	\$3,878

The table below shows the employee groups included in this study as well as the average market comparison for each.

Group	Average Pay Comparison	Range Midpoint Comparison	Number of Benchmark Jobs
Teachers	108%		1
Teacher – Large Districts	99%		1
Central Administration	94%	99%	29
Campus Administration	101%	111%	10
Professional	101%	103%	24
Technology	87%	99%	11
Police	104%	115%	4
Clerical	93%	100%	16
Instructional Support	88%	97%	7
Auxiliary	92%	92%	37

Summary and Recommendations

Summary

Teacher, campus administration, professional, and police benchmarks are near or above target market medians, but central administration, technology clerical, instructional support and auxiliary benchmarks are below market medians. Districts that are below market may experience difficulty filling jobs and retaining employees.

Recommendations

Following is a listing of recommendations for the Ector County ISD compensation plan.

Recommendation 1:

Implement one of the proposed pay increase models to improve market competitiveness. The characteristics of each model are described in the next sections along with specific details for each model. Three models are proposed to allow for flexibility in district financial planning for the following school year.

Recommendation 2:

Additional adjustments were applied to the teacher salaries at years 1 through 5 on the proposed teacher hiring schedule to improve market competitiveness and ease compression between pay levels.

Use the teacher hiring schedule as a placement guide for new hires and limit credit given for outside experience to 30 years. Grant annual increases to continuing teachers beyond the hiring schedule maximum.

Recommendation 3:

Implement proposed pay structures that improve alignment with competitive market values for benchmark jobs within each pay grade. Jobs have been reclassified based on market rates and job responsibilities.

- The current administrative leadership and administrative business pay plans have been combined into one pay group that consists of 12 pay grades.
- Jobs with executive director titles have been reviewed and titles realigned based on job duties and reporting structure. This reduces the number of positions with executive director title to five.
- Move the high school band director from the teacher schedule to the administrative professional structure. This gives the district greater flexibility in hiring new staff and provides more competitive placement for recruitment.
- Roll job related stipends and degree stipends paid to non-teaching staff into base pay and discontinue this practice. These include stipends for doctorate degree and CDL certification.

Recommendation 4:

Provide adjustments to improve individual pay to midpoint/market, alleviate pay compression between teachers and instructional leaders, and to ensure all employees are paid at least at the minimum of their proposed pay grade. Recommended adjustments include:

- Provide individual adjustments to bring current employees to 1.0 percent above the minimum of recommended pay ranges if the general pay increase is not enough to move their pay to the new range minimums.
- Provide teacher equity adjustments to administrative/professional employees in positions within the teacher career path (counselors, assistant principals, and principals) to ensure competitive pay with proposed teacher pay levels. Teacher equity adjustments ensure pay is 1.0 percent above proposed teacher pay based on years of experience.
- Provide targeted adjustments equal to 1 percent of the proposed pay grade midpoint for administrative/professional employees whose pay is less than 90 percent of midpoint/market value after applying the general pay increase. This adjustment helps move pay for employees paid below market values further into the pay range and closer to market.
- Provide peer equity adjustments to employees in positions paid considerably below peers and direct reports.
- Provide equity adjustments using placement scales to align employee pay by years of experience for pay grades with multi-incumbent, high turnover positions within all nonexempt pay groups. Placement scales divide the minimum and midpoint in each pay grade by 15 years to help spread pay for staff based on experience. This will help avoid pay compression as well as allow the Human Resources office to speed up pay determination in these higher volume positions.

Recommendation 5:

Consider adding a \$2,500 stipend to teachers with a master's degree in their subject area. Grandfather teachers currently receiving the \$2,600 master's degree stipend who don't meet the new requirements and adjust the stipend for general master's degree to \$1,500 moving forward.

- Studies have identified a correlation between student achievement and teachers who have an advanced degree in their subject area (particularly in secondary science and math).
- By targeting the stipend to teachers who have an advanced degree in their subject area, the district can spend its limited funds in a more strategic manner while still attracting high quality candidates.

Recommendation 6:

Consider adjusting the work calendar for 12-month auxiliary employees from 227 days to 237 days. This facilitates the cleaning and maintenance of facilities with no interruption to teachers and students. The projected cost for adding 10 additional work days to 328 auxiliary employees is included in the summary cost estimates.

Model Cost

Cost estimates are based on a snapshot of district employees downloaded from district payroll files in January, 2019. The general pay increase is applied to the midpoint rate of each employee's pay range. All employees received the general pay increase. The added adjustments for teachers are for creating more pay spread for experience in the lower half of the salary schedule. The added adjustments for support staff were applied to bring all employees up to the adjusted minimum wage and the adjusted placement scale for new hires.

Cost Summary – 2.5% general pay increase with added equity adjustments

Model 2: 2.5% with adjustments			
Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers, Media Specialist, and Nurses (RN)	\$3,014,938	\$279,451	\$3,294,389
Administrative Professional	\$768,999	\$461,265	\$1,230,264
Technology	\$80,998	\$46,363	\$127,361
Police	\$43,474	\$3,541	\$47,015
Clerical Support	\$198,064	\$99,609	\$297,673
Educational Aides	\$146,174	\$161,045	\$307,219
Auxiliary	\$446,713	\$663,854	\$1,110,567
Total	\$4,699,360	\$1,715,128	\$6,414,488
% of Current Costs	2.9%	1.0%	3.9%

Cost Summary – 2.0% general pay increase with added equity adjustments

Model 3: 2.0% with adjustments			
Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers, Media Specialist, and Nurses (RN)	\$2,449,721	\$309,283	\$2,759,004
Administrative Professional	\$615,211	\$507,672	\$1,122,883
Technology	\$64,770	\$52,950	\$117,720
Police	\$34,759	\$3,795	\$38,554
Clerical Support	\$158,036	\$117,392	\$275,428
Educational Aides	\$116,538	\$183,140	\$299,678
Auxiliary	\$358,397	\$708,188	\$1,066,585
Total	\$3,797,432	\$1,882,421	\$5,679,853
% of Current Costs	2.3%	1.2%	3.5%

Model 4: 0% with adjustments			
Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers, Media Specialist, and Nurses (RN)	\$0	\$151,406	\$151,406
Administrative Professional	\$0	\$738,038	\$738,038
Technology	\$0	\$76,031	\$76,031
Police	\$0	\$4,831	\$4,831
Clerical Support	\$0	\$209,089	\$209,089
Educational Aides	\$0	\$274,472	\$274,472
Auxiliary	\$0	\$925,499	\$925,499
Total	\$0	\$2,379,365	\$2,379,365
% of Current Costs	0.0%	1.5%	1.5%

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Ector County ISD

2019-2020 New Hire Guide for Teachers, Media Specialist, and Nurses (RN)

Model 2: \$51,500 starting, 2.5% GPI

Years of Experience	New Hire Salary
0	\$51,500
1	\$51,800
2	\$52,100
3	\$52,400
4	\$52,700
5	\$53,100
6	\$53,600
7	\$54,100
8	\$54,600
9	\$55,100
10	\$55,600
11	\$56,100
12	\$56,600
13	\$57,100
14	\$57,600
15	\$58,100
16	\$58,600
17	\$59,100
18	\$59,600
19	\$60,100
20	\$60,600
21	\$61,100
22	\$61,600
23	\$62,100
24	\$62,600
25	\$63,100
26	\$63,600
27	\$64,100
28	\$64,600
29	\$65,100
30	\$65,600

Continuing Teachers, Media Specialist, and Nurses (RN) will receive an increase of
\$1,600

The salaries listed above are based on 10-month employment for the 2019-2020 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

\$2,600 General Master's Degree Stipend

Ector County ISD

2019-2020 New Hire Guide for Teachers, Media Specialist, and Nurses (RN)

Model 3: \$51,250 starting, 2.0% GPI

Years of Experience	New Hire Salary
0	\$51,250
1	\$51,550
2	\$51,850
3	\$52,150
4	\$52,450
5	\$52,850
6	\$53,300
7	\$53,800
8	\$54,300
9	\$54,800
10	\$55,300
11	\$55,800
12	\$56,300
13	\$56,800
14	\$57,300
15	\$57,800
16	\$58,300
17	\$58,800
18	\$59,300
19	\$59,800
20	\$60,300
21	\$60,800
22	\$61,300
23	\$61,800
24	\$62,300
25	\$62,800
26	\$63,300
27	\$63,800
28	\$64,300
29	\$64,800
30	\$65,300

Continuing Teachers, Media Specialist, and Nurses (RN) will receive an increase of
\$1,300

The salaries listed above are based on 10-month employment for the 2019-2020 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

\$2,600 General Master's Degree Stipend

Ector County ISD

2019-2020 New Hire Guide for Teachers, Media Specialist, and Nurses (RN)

Model 4: \$50,000 starting, 0.0% GPI

Years of Experience	New Hire Salary
0	\$50,000
1	\$50,000
2	\$50,000
3	\$50,500
4	\$51,000
5	\$51,500
6	\$52,000
7	\$52,500
8	\$53,000
9	\$53,500
10	\$54,000
11	\$54,500
12	\$55,000
13	\$55,500
14	\$56,000
15	\$56,500
16	\$57,000
17	\$57,500
18	\$58,000
19	\$58,500
20	\$59,000
21	\$59,500
22	\$60,000
23	\$60,500
24	\$61,000
25	\$61,500
26	\$62,000
27	\$62,500
28	\$63,000
29	\$63,500
30	\$64,000

Continuing Teachers, Media Specialist, and Nurses (RN) will receive an increase of \$0

The salaries listed above are based on 10-month employment for the 2019-2020 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

\$2,600 General Master's Degree Stipend

2019-2020 Proposed Administrative Professional Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Daily	\$216.00	\$270.00	\$324.00
	Accountant, Finance (non-degreed)	227	187 Days	40,392	50,490	60,588
	Bookkeeper/Payroll	227	207 Days	44,712	55,890	67,068
	Community LIA-VIP	187	227 Days	49,032	61,290	73,548
	Coordinator, T3M	207				
	Manager, Risk/Benefits	227				
	Payroll, Special Projects	227				
	School Nutrition, Technology Ad	227				
	Social Worker	187				
	Specialist, Communication	227				
2			Daily	\$242.76	\$299.70	\$356.64
	Accountant , Special Projects	227	187 Days	45,396	56,044	66,692
	Accountant, Payroll	227	197 Days	47,824	59,041	70,258
	Admin Review/Dismissal Facility	197	207 Days	50,251	62,038	73,824
	Auditor, Staff	227	217 Days	52,679	65,035	77,391
	Buyer, School Nutrition	227	227 Days	55,107	68,032	80,957
	Coordinator, Child Care	227				
	Coordinator, Instructional Materials	227				
	Evaluator, Special Education	197				
	Social Worker, Ext	217				
	Social Worker, Lead	227				
	Specialist, Advanced Academic Services	227				
	Specialist, Behavior	207				
	Specialist, Bilingual/ESL Interventionist	217				
	Specialist, Drop Out Prevention	187				
	Specialist, Teen Parent	197				
	Speech Pathologist, Asst	187				
	Speech Pathologist, Intern	187				
3			Daily	\$276.86	\$334.17	\$391.48
	Advisor, College & Career	207	197 Days	54,541	65,831	77,122
	Counselor, Alt	207	207 Days	57,310	69,173	81,036
	Counselor, Alt SAS	207	217 Days	60,079	72,515	84,951
	Counselor, Career & Tech	217	227 Days	62,847	75,857	88,866
	Counselor, EEC	197				
	Counselor, ES	197, 207				
	Counselor, ES SAS	207				
	Counselor, MS	207				
	Counselor, MS SAS	207				
	Counselor, SAS	207				
	Counselor, Special Education	207				
	Counselor, Trac	207				
	Dietitian	227				
	Research & Innovation Strategies	227				
	Supervisor, Print Shop/Mail	227				

2019-2020 Proposed Administrative Professional Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
4						
	Asst Principal, EEC	217	Daily	\$295.94	\$360.90	\$425.86
	Asst Principal, ES	217	197 Days	58,300	71,097	83,894
	Athletic Trainer, HS	197, 207	207 Days	61,260	74,706	88,153
	Coordinator, Staff Pay Budget	227	217 Days	64,219	78,315	92,412
	Counselor, HS	207, 227	227 Days	67,178	81,924	96,670
	Counselor, HS SAS	207				
	Diagnostician	197				
	LSSP	197				
	Supervisor, ATC-G Campus	207				
5						
	Assoc Principal, MS	227	Daily	\$319.61	\$389.77	\$459.93
	Asst Principal, Early College HS	217	187 Days	59,767	72,887	86,007
	Asst Principal, MS	217	197 Days	62,963	76,785	90,606
	Asst Principal, YC-Alt	217	207 Days	66,159	80,682	95,206
	Coordinator, Bilingual	227	217 Days	69,355	84,580	99,805
	Coordinator, 2+1	227	227 Days	72,551	88,478	104,404
	Coordinator, AVID	227				
	Coordinator, Career & Tech	227				
	Coordinator, Dyslexia	227				
	Coordinator, ELAR	227				
	Coordinator, ESL	227				
	Coordinator, International Teacher	227				
	Coordinator, Language Other Than English	227				
	Coordinator, Math	227				
	Coordinator, Science	227				
	Coordinator, Secondary ELAR	227				
	Coordinator, Social Studies	227				
	Coordinator, Special Ed	227				
	Coordinator, Special Ed Behavior	227				
	Coordinator, Teen Pregnancy Service	227				
	Coordinator, Testing	227				
	Director, Instructional Service MS	227				
	Occupation Therapist	197				
	Physical Therapist	197				
	Specialist, Speech Pathologist	207, 227				
	Speech Pathologist	187				
6						
	Assoc Principal, HS	227	Daily	\$345.18	\$420.95	\$496.72
	Asst Principal, HS	217, 227	217 Days	74,904	91,346	107,788
	Band Director HS	217	227 Days	78,356	95,556	112,755
	Coordinator, Fine Arts	227				
	Director, Advanced Academic Services	227				
	Director, Asst Athletic	227				
	Director, AVID	227				
	Director, Education Foundation	227				
	Director, Energy/Custodial Operations	227				
	Director, Health Services	227				
	Director, Internal Audit	227				
	Director, Payroll	227				
	Supervisor, Accounting	227				

2019-2020 Proposed Administrative Professional Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
7			Daily	\$374.56	\$456.78	\$539.00
	Coordinator, CPS/Head Football Coach	227	227 Days	85,025	103,689	122,353
	Coordinator/Head Football Coach	227				
	Director, Benefits/Risk Management	227				
	Director, Facilities	227				
	Director, Finance	227				
	Director, Purchasing	227				
	Director, RDSPD	227				
	Director, School Nutrition	227				
	Director, Strategic Initiatives	227				
	Director, Student Services	227				
	Director, Transportation	227				
	Principal, EEC	227				
	Principal, ES	227				
	Principal, ES AEP	227				
	Professional, Special Assignment	227				
8			Daily	\$408.27	\$497.89	\$587.51
	Director, Accountability	227	227 Days	92,677	113,021	133,365
	Director, Bilingual/ESL/Migrant	227				
	Director, Business Services	227				
	Director, Career Services (CTE)	227				
	Director, Communication	227				
	Director, District Operations	227				
	Director, Federal & State Programs	227				
	Director, Fine Arts	227				
	Director, Guidance & Counselor	227				
	Director, HR	227				
	Director, Innovation	227				
	Director, Literacy Pk-12	227				
	Director, Professional Development	227				
	Principal, Alt	227				
	Principal, Choice HS	227				
	Principal, MS	227				
9			Daily	\$445.01	\$542.70	\$640.39
	Exec Director, Assessment, Accountability and School Improvement	227	227 Days	101,017	123,193	145,369
	Exec Director, Athletics	227				
	Exec Director, C&I	227				
	Exec Director, Leadership Elementary	227				
	Exec Director, Leadership Secondary	227				
	Exec Director, Special Svcs	227				
	Principal, HS	227				

2019-2020 Proposed Administrative Professional Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
10			Daily	\$507.32	\$618.68	\$730.04
	Asst Superintendent, HR	227	227 Days	115,162	140,440	165,719
	Asst Superintendent, Student/School Support	227				
	Chief Operations Officer	227				
	Chief Technology Officer	227				
11			Daily	\$578.35	\$705.30	\$832.25
	Associate Supt, C&I	227	227 Days	131,285	160,103	188,921
	Chief Financial Officer	227				
12			Daily	\$659.31	\$804.04	\$948.77
	Deputy Superintendent	227	227 Days	149,663	182,517	215,371

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2019-2020 Proposed Technology Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1	Technician, Computer Technician, Help Desk/Trainer Technician, Operations	Hourly 227 Days	\$18.80 34,141	\$23.50 42,676	\$28.20 51,211
2	Supervisor, Technician Technician, Help Desk	Hourly 227 Days	\$19.93 36,193	\$24.91 45,237	\$29.89 54,280
3	Technician, Network	Hourly 227 Days	\$23.31 42,331	\$29.14 52,918	\$34.97 63,506
4	Administrator, NTO Tech Specialist, Inventory Supervisor, Help Desk	Daily 227 Days	\$205.14 46,567	\$256.43 58,210	\$307.72 69,852
5	Instructional Application Analyst, Business Instructional Application Analyst, Student Web Master	Daily 227 Days	\$242.07 54,950	\$302.59 68,688	\$363.11 82,426
6	Application Analyst, Senior Manager, WAN Area Network Engineer Network Specialist Network System Administrator Programmer, Student	Daily 227 Days	\$278.38 63,192	\$347.98 78,991	\$417.58 94,791
7	Administrator, Senior System/Active Directory Manager, Infrastructure Manager, Operations Programmer/Manager, Business Application Programmer/Manager, Student Application	Daily 227 Days	\$297.87 67,616	\$372.34 84,521	\$446.81 101,426
8	Administrator, Online Program Manager, Network Hardware Manager, Network Software	Daily 227 Days	\$330.64 75,055	\$413.30 93,819	\$495.96 112,583
9	Director, Information Systems Director, Information Technology Director, Instructional Technology	Daily 227 Days	\$363.70 82,560	\$454.63 103,201	\$545.56 123,842

2019-2020 Proposed Police Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1					
	Crime Scene Technician	227	Hourly	\$18.18	\$22.17
	Telecommunicator I	227	227 Days	\$26.16	\$31.39
			33,015	40,261	47,507
2					
	Telecommunicator II	227	Hourly	\$21.81	\$26.60
			227 Days	\$31.39	\$38.91
			39,607	48,306	57,004
3					
	Police Officer	187, 227	Daily	\$215.48	\$259.62
			187 Days	\$303.76	\$379.00
			40,295	48,549	56,803
			227 Days	\$389.54	\$483.94
			48,914	58,934	68,954
4					
	Police Corporal	227	Daily	\$241.63	\$294.67
			227 Days	\$347.71	\$434.67
			54,850	66,890	78,930
5					
	Police Sergeant	227	Daily	\$263.38	\$321.19
			227 Days	\$379.00	\$473.75
			59,787	72,910	86,033
6					
	Police Lieutenant	227	Daily	\$287.08	\$350.10
			227 Days	\$413.12	\$516.41
			65,167	79,473	93,778
7					
	Asst Chief of Police	227	Daily	\$313.21	\$381.96
			227 Days	\$450.71	\$563.39
			71,099	86,705	102,311
8					
	Chief of Police	227	Daily	\$345.56	\$416.34
			227 Days	\$487.12	\$608.91
			78,442	94,509	110,576

2019-2020 Proposed Clerical Support Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
2			Hourly	\$12.00	\$14.50	\$17.00
	Clerk, Alamo	227	187 Days	17,952	21,692	25,432
	Clerk, ATC	197	197 Days	18,912	22,852	26,792
	Clerk, Attendance ES	197	207 Days	19,872	24,012	28,152
	Clerk, Attendance HS	197	227 Days	21,792	26,332	30,872
	Clerk, Attendance MS	197				
	Clerk, Audio Visual	187				
	Clerk, Counselor	207				
	Clerk, EEC	207				
	Clerk, Exchange	187				
	Clerk, High School	187, 197, 207				
	Clerk, Library	187				
	Clerk, Magnet	187				
	Clerk, Middle School	187				
	Clerk, Office	187				
	Clerk, Receptionist	207				
	Clerk, Secondary	187				
	Clerk, Sp Ed	187				
	Clerk, Transfer Affidavit	227				
	Community Liaison, Visiting	187				
	Receptionist HS/Truancy	227				
3			Hourly	\$13.00	\$15.79	\$18.58
	Case Worker	217	187 Days	19,448	23,622	27,796
	CIP Phone Operator	227	197 Days	20,488	24,885	29,282
	Clerk, Adv Adademic Office	227	207 Days	21,528	26,148	30,768
	Clerk, Athletic	207	217 Days	22,568	27,411	32,255
	Clerk, Data Processing	227	227 Days	23,608	28,675	33,741
	Clerk, Data Processing Bilingual	207, 227				
	Clerk, Data Processing MS	207, 227				
	Clerk, Diagnostician	197				
	Clerk, District Office	227				
	Clerk, Payroll Utility	227				
	Clerk, Speech	187				
	Court Liaison	197				
4			Hourly	\$14.00	\$17.13	\$20.26
	Bookkeeper, MS	187	187 Days	20,944	25,626	30,309
	Clerk, CN Office	227	227 Days	25,424	31,108	36,792
	Clerk, Computer FS	227				
	Clerk, Curriculum	227				
	Clerk, HR Fingerprinting	227				
	Clerk, International Teacher Data	227				
	Clerk, Payroll Campus	227				
	Clerk, Position Control	227				
	Clerk, Sec 504/Dyslex	227				
	Clerk, Sp Ed SEMS	227				
	Registrar, DAEP	227				

Ector County ISD

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Ector County ISD

2019-2020 Proposed Clerical Support Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
	Registrar, Tech	227				
	Secretary, ATC	227				
5			Hourly	\$15.25	\$18.67	\$22.09
	Admin Asst, Director	227	197 Days	24,034	29,424	34,814
	Admin Asst, Director/Bookkeeper	227	227 Days	27,694	33,905	40,115
	Admin Asst, Office	227				
	Admin Asst, Principal Alt	227				
	Admin Asst, Principal EEC	227				
	Admin Asst, Principal ES	227				
	Admin Asst, Principal MS	227				
	Admini Asst, Principal Choice HS	227				
	Bookkeeper, HS	197				
	Clerk, Accounting	227				
	Clerk, Accounting Fixed Asset	227				
	Clerk, Payroll	227				
	Clerk, Purchasing	227				
	Clerk, Special Projects	227				
	Receptionist, HR	227				
	Registrar, HS	227				
	Registrar/PEIMS Clerk HS	227				
	Specialist, Purchasing Contracts	227				
6			Hourly	\$17.00	\$20.72	\$24.44
	Admin Asst, Director	227	227 Days	30,872	37,628	44,383
	Admin Asst, Director	227				
	Admin Asst, Principal HS	227				
	Admin Asst, Reg Deaf	227				
	Bookkeeper/Account	227				
	Manager, Sub Services	227				
	Records Manager Liaison	227				
	Specialist, District Testing	227				
7			Hourly	\$18.86	\$23.00	\$27.14
	Admin Asst, Exec Dir	227	187 Days	28,215	34,408	40,601
	Admin Asst, Exec Dir	227	227 Days	34,250	41,768	49,286
	Purchase Buyer/P-Card	227				
	Specialist, Child Care	187				
	Specialist, Health Benefits	227				
	Specialist, Payroll	227				
8			Hourly	\$20.93	\$25.53	\$30.13
	Admin Asst, Asst Superintendent	227	227 Days	38,009	46,362	54,716
	Admin Asst, Chief Financial Officer	227				
	Admin Asst, Chief Operations Officer	227				
	Admin Asst, Chief Technology Officer	227				
	Specialist, Policy/Procedure	227				

2019-2020 Proposed Clerical Support Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
9					
	Admin Asst, Deputy Superintendent	227			
			Hourly	\$22.88	\$27.57
			227 Days	41,550	50,067
					58,584
10					
	Demo Admission, Student Transfer	227			
	Exec Admin Asst, Superintendent	227			
			Hourly	\$24.72	\$29.78
			227 Days	44,892	54,080
					63,269

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2019-2020 Clerical Support Placement Scale

Ector County ISD

Placement scales are used to establish a minimum rate for new hires based on experience approved by the district. Current employees may be paid above this placement scale. This scale is for placement of new hires only. Future wage increases are determined annually and are not guaranteed.

Range Position	2019-2020 Total Exp	Pay Grades				
		2	3	4	5	6
Minimum	0	\$12.00	\$13.00	\$14.00	\$15.25	\$17.00
	1	\$12.13	\$13.14	\$14.16	\$15.42	\$17.19
	2	\$12.25	\$13.27	\$14.31	\$15.59	\$17.37
	3	\$12.37	\$13.40	\$14.46	\$15.76	\$17.55
	4	\$12.49	\$13.53	\$14.61	\$15.93	\$17.73
	5	\$12.61	\$13.66	\$14.76	\$16.10	\$17.91
	6	\$12.73	\$13.79	\$14.91	\$16.27	\$18.09
	7	\$12.85	\$13.92	\$15.06	\$16.44	\$18.27
	8	\$12.97	\$14.05	\$15.21	\$16.61	\$18.45
	9	\$13.09	\$14.18	\$15.36	\$16.78	\$18.63
	10	\$13.21	\$14.31	\$15.51	\$16.95	\$18.81
	11	\$13.33	\$14.44	\$15.66	\$17.12	\$18.99
	12	\$13.45	\$14.57	\$15.81	\$17.29	\$19.17
	13	\$13.57	\$14.70	\$15.96	\$17.46	\$19.35
	14	\$13.69	\$14.83	\$16.11	\$17.63	\$19.53
	15	\$13.81	\$14.96	\$16.26	\$17.80	\$19.71
	16	\$13.93	\$15.09	\$16.41	\$17.97	\$19.89
	17	\$14.05	\$15.22	\$16.56	\$18.14	\$20.07
	18	\$14.17	\$15.35	\$16.71	\$18.31	\$20.25
	19	\$14.29	\$15.48	\$16.86	\$18.48	\$20.43
Midpoint	20	\$14.50	\$15.79	\$17.13	\$18.67	\$20.72
Maximum		\$17.00	\$18.58	\$20.26	\$22.09	\$24.44

2019-2020 Proposed Educational Aides Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1	Aide, Contingency Aide, Montessori Aide, Physical Ed Aide, Pre K		Hourly 187 Days	\$10.50 15,708	\$12.50 18,700
				\$14.50 21,692	
2	Aide, Alter Ed Aide, Bilingual Aide, ESL Aide, Sp Ed (LD) Aide, Sp Ed PPCD Child Care Provider		Hourly 187 Days	\$11.38 17,024	\$13.88 20,764
				\$16.38 24,504	
3	Aide, Audio Visual Aide, School Health Aide, Sp Ed (ED) Aide, Sp Ed (SCC) Aide, Sp Ed Applied Life Aide, Sp Ed Basic Skills Aide, Sp Ed Behavior Sup Aide, Sp Ed Specialized Classroom Certified Nurse Asst		Hourly 187 Days	\$12.46 18,640	\$15.20 22,739
				\$17.94 26,838	
4	Aide, Bilingual Tester Aide, Culinary Arts Aide, Graphic Design		Hourly 187 Days	\$13.64 20,405	\$16.64 24,893
				\$19.64 29,381	
5	Aide, Sp Ed (VAC)		Hourly 187 Days	\$14.94 22,350	\$18.22 27,257
				\$21.50 32,164	
6	Aide, Sp Ed Auditory Impaired		Hourly 187 Days	\$16.36 24,475	\$19.95 29,845
				\$23.54 35,216	
7	Aide, Sp Ed Cert Int Auditory Impaired		Hourly 187 Days	\$20.08 30,040	\$24.34 36,413
				\$28.60 42,786	

2019-2020 Educational Aides Placement Scale

Ector County ISD

Placement scales are used to establish a minimum rate for new hires based on experience approved by the district. Current employees may be paid above this placement scale. This scale is for placement of new hires only. Future wage increases are determined annually and are not guaranteed.

Range Position	2019-2020 Total Exp	Pay Grades						
		1	2	3	4	5	6	7
Minimum	0	\$10.50	\$11.38	\$12.46	\$13.64	\$14.94	\$16.36	\$20.08
	1	\$10.61	\$11.51	\$12.60	\$13.79	\$15.10	\$16.54	\$20.29
	2	\$10.70	\$11.63	\$12.73	\$13.94	\$15.26	\$16.71	\$20.50
	3	\$10.79	\$11.75	\$12.86	\$14.09	\$15.42	\$16.88	\$20.71
	4	\$10.88	\$11.87	\$12.99	\$14.24	\$15.58	\$17.05	\$20.92
	5	\$10.97	\$11.99	\$13.12	\$14.39	\$15.74	\$17.22	\$21.13
	6	\$11.06	\$12.11	\$13.25	\$14.54	\$15.90	\$17.39	\$21.34
	7	\$11.15	\$12.23	\$13.38	\$14.69	\$16.06	\$17.56	\$21.55
	8	\$11.24	\$12.35	\$13.51	\$14.84	\$16.22	\$17.73	\$21.76
	9	\$11.33	\$12.47	\$13.64	\$14.99	\$16.38	\$17.90	\$21.97
	10	\$11.42	\$12.59	\$13.77	\$15.14	\$16.54	\$18.07	\$22.18
	11	\$11.51	\$12.71	\$13.90	\$15.29	\$16.70	\$18.24	\$22.39
	12	\$11.60	\$12.83	\$14.03	\$15.44	\$16.86	\$18.41	\$22.60
	13	\$11.69	\$12.95	\$14.16	\$15.59	\$17.02	\$18.58	\$22.81
	14	\$11.78	\$13.07	\$14.29	\$15.74	\$17.18	\$18.75	\$23.02
	15	\$11.87	\$13.19	\$14.42	\$15.89	\$17.34	\$18.92	\$23.23
	16	\$11.96	\$13.31	\$14.55	\$16.04	\$17.50	\$19.09	\$23.44
	17	\$12.05	\$13.43	\$14.68	\$16.19	\$17.66	\$19.26	\$23.65
	18	\$12.14	\$13.55	\$14.81	\$16.34	\$17.82	\$19.43	\$23.86
	19	\$12.23	\$13.67	\$14.94	\$16.49	\$17.98	\$19.60	\$24.07
Midpoint	20	\$12.50	\$13.88	\$15.20	\$16.64	\$18.22	\$19.95	\$24.34
Maximum		\$14.50	\$16.38	\$17.94	\$19.64	\$21.50	\$23.54	\$28.60

2019-2020 Proposed Auxiliary Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1	Café Worker	170	Hourly \$10.00	\$12.50	\$15.00
			170 Days	13,600	17,000
2	Cook, Asst	170	Hourly \$10.70	\$13.38	\$16.06
	Monitor, Lift	170	170 Days	14,552	18,197
	Monitor, Regular	170			21,842
	Monitor, Sp Ed	170			
3	Cook, Head	170	Hourly \$11.85	\$14.45	\$17.05
	Custodian	227/237	170 Days	16,116	19,652
	Night Watchman	251	227 Days	21,520	26,241
			251 Days	23,795	29,016
4	Bus Washer, Transportation	227/237	Hourly \$12.88	\$15.71	\$18.54
	Café Manager, Trainer	170	170 Days	17,517	21,366
	Cook, Lead	170	227 Days	23,390	28,529
	Custodian, Asst Head	227/237	237 Days	24,420	29,786
	Groundskeeper	227/237			35,152
	Specialist, Campus Safety	227/237			
5	Bus Servicer, Transportation	227/237	Hourly \$13.83	\$16.86	\$19.89
	Café Manager, ES	180, 194	180 Days	19,915	24,278
	Central Receiving Asst, Warehouse	227/237	194 Days	21,464	26,167
	Clerk, Mail Carrier	227/237	217 Days	24,009	29,269
	Custodian, Admin	227/237	227 Days	25,115	30,618
	Custodian, Head ES	227/237	237 Days	26,222	31,967
	Custodian, Warehouse	227/237			37,711
	Delivery, Warehouse FS	227/237			
	Driver, Trainer SO	217			
	Print/Mail Service, Asst	227/237			
	Textbooks, Warehouse	227/237			
6	Bus Repair, Transportation	227/237	Hourly \$15.11	\$18.21	\$21.31
	Café Manager, MS	180	180 Days	21,758	26,222
	Carpenter, Apprentice	227/237	227 Days	27,440	33,069
	Clerk, Parts Room	227/237	237 Days	28,649	34,526
	Custodian, Head MS	227/237			40,404
	Electrician, Apprentice	227/237			
	Printer, Asst	227/237			
	Printer/Binder, Asst	227/237			
	Technician, Print/Mail Service	227/237			

2019-2020 Proposed Auxiliary Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
7			Hourly	\$16.77	\$20.21	\$23.65
	Café Manager, HS	180	180 Days	24,149	29,102	34,056
	Caretaker, Ag Farm	227/237	207 Days	27,771	33,468	39,164
	Caretaker, Stadium	227/237	217 Days	29,113	35,085	41,056
	Cert APP/IPM, Grounds	227/237	227 Days	30,454	36,701	42,948
	Custodian, Head HS	227/237	237 Days	31,796	38,318	44,840
	Dispatcher, Transportation	207, 227/237				
	Maintenance/Groundskeeper, Campus	227/237				
	Painter, General	227/237				
	Roofer	227/237				
	Stain Finish Worker	227/237				
	Technician, Computer Router - Transportation	217				
	Technician, Irrigation	227/237				
	Trip Scheduler	207				
	Welder, Shop	227/237				
8			Hourly	\$18.62	\$22.43	\$26.24
	Asst Supervisor, Warehouse FS	227/237	180 Days	26,813	32,299	37,786
	Caretaker, Head - Stadium	227/237	227 Days	33,814	40,733	47,652
	Carpenter, General	227/237	237 Days	35,304	42,527	49,751
	Dual Manager	180				
	Masonry	227/237				
	Operator, Heavy Equipment	227/237				
	Painter, Lead	227/237				
9			Hourly	\$21.04	\$25.35	\$29.66
	Cabinet Maker	227/237	227 Days	38,209	46,036	53,863
	Electrician, General	227/237	237 Days	39,892	48,064	56,235
	Foreman, Carpentry	227/237				
	Foreman, Custodian	227/237				
	Foreman, Driver Magnet	227/237				
	Foreman, Driver Regular	227/237				
	Foreman, Driver Sp Ed	227/237				
	Foreman, Grounds	227/237				
	Foreman, Painting	227/237				
	Mechanic, Sheet Metal	227/237				
	Mechanic, Shop	227/237				
	Mechanic, Vehicle	227/237				
	Plumber	227/237				
	Supervisor, Food Service	227/237				
	Supervisor, Warehouse FS	227/237				
	Technician, Food Service	227/237				

2019-2020 Proposed Auxiliary Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
10			Hourly	\$23.78	\$28.65	\$33.52
	Asst Supervisor, Warehouse Maintenance	227/237	227 Days	43,184	52,028	60,872
	Electrical, Lead Tech	227/237	237 Days	45,087	54,320	63,554
	HVAC Mechanic (Licensed)	227/237				
	Locksmith, Master	227/237				
	Manager, Transportation Operations	227/237				
	Mechanic, Lead Vehicle	227/237				
	Plumber, Master	227/237				
	Technician, Lead FS	227/237				
11			Hourly	\$26.87	\$32.37	\$37.87
	Supervisor, Construction/Roofing	227/237	227 Days	48,796	58,784	68,772
	Supervisor, Shop	227/237	237 Days	50,946	61,374	71,802
	Supervisor, Warehouse Maintenance	227/237				
BD			Hourly	\$18.50	\$23.14	\$27.78
	Bus Driver	170	170 Days	25,160	31,470	37,781
	Bus Driver, Sped	170				

2019-2020 Auxiliary Placement Scale

Ector County ISD

Placement scales are used to establish a minimum rate for new hires based on experience approved by the district. Current employees may be paid above this placement scale. This scale is for placement of new hires only. Future wage increases are determined annually and are not guaranteed.

Range Position	2019-2020 Total Exp	Pay Grades					
		1	2	3	4	5	6
Minimum	0	\$10.00	\$10.70	\$11.56	\$12.80	\$13.83	\$15.11
	1	\$10.13	\$10.83	\$11.70	\$12.94	\$13.98	\$15.27
	2	\$10.25	\$10.96	\$11.84	\$13.08	\$14.13	\$15.42
	3	\$10.37	\$11.09	\$11.98	\$13.22	\$14.28	\$15.57
	4	\$10.49	\$11.22	\$12.12	\$13.36	\$14.43	\$15.72
	5	\$10.61	\$11.35	\$12.26	\$13.50	\$14.58	\$15.87
	6	\$10.73	\$11.48	\$12.40	\$13.64	\$14.73	\$16.02
	7	\$10.85	\$11.61	\$12.54	\$13.78	\$14.88	\$16.17
	8	\$10.97	\$11.74	\$12.68	\$13.92	\$15.03	\$16.32
	9	\$11.09	\$11.87	\$12.82	\$14.06	\$15.18	\$16.47
	10	\$11.21	\$12.00	\$12.96	\$14.20	\$15.33	\$16.62
	11	\$11.33	\$12.13	\$13.10	\$14.34	\$15.48	\$16.77
	12	\$11.45	\$12.26	\$13.24	\$14.48	\$15.63	\$16.92
	13	\$11.57	\$12.39	\$13.38	\$14.62	\$15.78	\$17.07
	14	\$11.69	\$12.52	\$13.52	\$14.76	\$15.93	\$17.22
	15	\$11.81	\$12.65	\$13.66	\$14.90	\$16.08	\$17.37
	16	\$11.93	\$12.78	\$13.80	\$15.04	\$16.23	\$17.52
	17	\$12.05	\$12.91	\$13.94	\$15.18	\$16.38	\$17.67
	18	\$12.17	\$13.04	\$14.08	\$15.32	\$16.53	\$17.82
	19	\$12.29	\$13.17	\$14.22	\$15.46	\$16.68	\$17.97
Midpoint	20	\$12.50	\$13.38	\$14.45	\$15.61	\$16.86	\$18.21
Maximum		\$15.00	\$16.06	\$17.34	\$18.42	\$19.89	\$21.31

2019-2020 Auxiliary Placemen
Ector County ISD

Range Position	2019-2020 Total Exp	BD
Minimum	0	\$18.50
	1	\$18.69
	2	\$18.84
	3	\$18.99
	4	\$19.14
	5	\$19.29
	6	\$19.44
	7	\$19.59
	8	\$19.74
	9	\$19.89
	10	\$20.04
	11	\$20.19
	12	\$20.34
	13	\$20.49
	14	\$20.64
	15	\$20.79
	16	\$20.94
	17	\$21.09
	18	\$21.24
	19	\$21.39
	20	\$21.54
	21	\$21.69
	22	\$21.84
	23	\$21.99
	24	\$22.14
	25	\$22.29
	26	\$22.44
	27	\$22.59
	28	\$22.74
	29	\$22.89
	30	\$23.14
Maximum		\$27.78

Ector County ISD (Post TRE)

Teacher Salary Plan Comparisons, 2018-2019

District	Student Enrollment	Number of Teachers	0-Year Salary	5-Year Salary	10-Year Salary	15-Year Salary	20-Year Salary	Average Teacher Salary	Max Yrs Credit	Last % Increase
1 Midland ISD**	25,634	1,574	\$50,000	\$52,050	\$53,750	\$56,250	\$58,750	\$54,982	40	2.0%
2 Ysleta ISD	40,961	2,876	\$49,505	\$49,905	\$51,855	\$54,355	\$56,855	\$53,606	30	2.0%
3 Socorro ISD	46,624	2,915	\$49,047	\$50,672	\$52,297	\$53,922	\$56,612	\$61,077	50	2.0%
4 Amarillo ISD	32,925	2,190	\$48,306	\$50,493	\$53,670	\$54,602	\$56,731	\$54,220	36	2.0%
5 El Paso ISD	57,277	4,326	\$48,300	\$48,900	\$51,279	\$53,822	\$56,363	\$53,522	30	0.0%
6 Abilene ISD	16,760	1,100	\$45,000	\$46,500	\$48,000	\$50,500	\$53,600	\$50,043	26	2.5%
7 Wink-Loving ISD**	430	40	\$44,500	\$45,750	\$50,800	\$55,000	\$59,400	\$54,922	25	
8 Pecos-Barstow-Toyah ISD	2,816	194	\$44,000	\$47,800	\$52,300	\$56,700	\$60,400	\$51,300	36	5.0%
9 Greenwood ISD**	2,663	160	\$43,900	\$45,800	\$48,750	\$53,000	\$56,290	\$49,603	27	
10 Crane ISD**	1,154	92	\$43,760	\$46,090	\$51,680	\$55,880	\$59,060	\$55,512	45	
11 Andrews ISD**	4,062	251	\$43,246	\$49,136	\$53,569	\$55,692	\$57,908	\$55,892	48	
12 Lubbock ISD	27,500	1,932	\$43,000	\$45,250	\$46,575	\$49,059	\$50,977	\$48,114	47	1.0%
13 San Angelo ISD	14,454	970	\$40,000	\$42,000	\$44,000	\$47,400	\$51,000	\$47,576	30	3.4%
Ector County ISD (Post TRE)			\$50,000	\$52,000	\$54,400	\$57,000	\$59,500	\$55,076	50	6.1%
Ector County ISD			\$47,500	\$49,500	\$52,000	\$54,500	\$57,000	\$55,076	50	6.1%
25th Percentile			\$43,760	\$45,800	\$48,750	\$53,000	\$56,290	\$50,043	30	2.0%
Median			\$44,500	\$47,800	\$51,680	\$54,355	\$56,731	\$53,606	36	2.0%
75th Percentile			\$48,306	\$49,905	\$52,300	\$55,692	\$58,750	\$54,982	45	2.5%
Comparison to 75th Percentile			104%	104%	104%	102%	101%	100%		
Dollar Difference			\$1,694	\$2,095	\$2,100	\$1,308	\$750	\$94		

Ector County ISD (Post TRE)
Teacher Stipend Comparisons, 2018-2019

District	Student Enrollment	Master's Degree	Subject-Area Master's	Secondary Math	Secondary Science	Special Education General/Resource	Special Education Self-Contained	Bilingual	ESL	National Board Certification	Campus Assignment
1 Abilene ISD	16,760	\$1,000						\$3,000			
2 Amarillo ISD	32,925	\$400				\$200	\$200	\$258			
3 El Paso ISD	57,277	\$1,000		\$2,500	\$2,500	\$1,000	\$1,000	\$1,100	\$1,100	\$2,000	
4 Lubbock ISD	27,500	\$1,500					\$1,000	\$1,000			\$1,500
5 Midland ISD	25,634	\$1,300		\$2,000	\$2,000		\$3,000	\$2,500	\$1,500		
6 Pecos-Barstow-Toyah ISD	2,816	\$1,000		\$3,000	\$3,000			\$2,000			
7 San Angelo ISD	14,454	\$500		\$500	\$500			\$1,000	\$500		
8 Seminole ISD	2,935	\$1,000	\$3,000				\$1,000	\$2,000	\$1,000		
9 Socorro ISD	46,624	\$2,500		\$1,500	\$1,000	\$1,500	\$1,500	\$1,500	\$1,500		
10 Ysleta ISD	40,961	\$2,000		\$3,000	\$3,000	\$1,100	\$3,000	\$1,500	\$1,500		
Ector County ISD (Post TRE)	33,028	\$2,600		\$2,100	\$2,100	\$1,100	\$2,100	\$2,100	\$2,100		
Median Stipend		\$1,000	\$3,000	\$2,250	\$2,250	\$1,050	\$1,000	\$1,500	\$1,300	\$2,000	\$1,500
Average Stipend		\$1,220	\$3,000	\$2,083	\$2,000	\$950	\$1,529	\$1,586	\$1,183	\$2,000	\$1,500
Count		10	1	6	6	4	7	10	6	1	1

Footnotes:

Special Education General/Resource:

Ector County ISD - SPED teacher, or Deaf, Resource, Inclusion, Co-Teach, Adaptive PE

Ysleta ISD - Specialized Support/Resource

Special Education Self-Contained:

Amarillo ISD - Value was copied from general SpEd.

Ector County ISD - Specialized Classroom

El Paso ISD - Applies to all Special Ed Assignments

Lubbock ISD - SP ED SEBSS/SLC, SP ED REACH

Seminole ISD - Severe Handicapped--Self Contained

Socorro ISD - self contained

Ysleta ISD - Specialized Support Alternative Behavior

Ector County ISD (Post TRE)
Teacher Incentive Comparisons, 2018-2019

District	Student Enrollment	Dept Chair/	Dept Chair/	Dept Chair/	Mentor Teacher	Signing Bonus	Other Incentive
		Grade Leader HS	Grade Leader MS	Grade Leader ES			
1 Abilene ISD	16,760	\$2,400	\$2,400			\$3,500	
2 Amarillo ISD	32,925	\$800	\$800		\$500		
3 El Paso ISD	57,277	\$1,300	\$1,100	\$800		\$3,000	\$1,000
4 Lubbock ISD	27,500	\$1,000	\$1,000	\$1,000	\$1,000		\$2,000
5 Midland ISD	25,634	\$4,500	\$3,500				\$2,600
6 Pecos-Barstow-Toyah ISD	2,816	\$1,000			\$3,000	\$8,000	
7 San Angelo ISD	14,454	\$1,500	\$1,000		\$200	\$2,000	\$4,000
8 Seminole ISD	2,935	\$1,000	\$1,000				
9 Socorro ISD	46,624	\$1,200	\$1,200		\$500		
10 Ysleta ISD	40,961	\$1,320	\$990	\$750			\$3,500
Ector County ISD (Post TRE)	33,028	\$3,700	\$3,150		\$250	\$1,500	\$3,650
Median Stipend		\$1,250	\$1,000	\$800	\$500	\$3,250	\$2,600
Average Stipend		\$1,602	\$1,443	\$850	\$1,040	\$4,125	\$2,620
Count		10	9	3	5	4	5

Footnotes:

Other Incentives:

El Paso ISD - Doctorate
Lubbock ISD - Doctorate
Plainview ISD - RN/Teacher of Health Science Technology Education
San Angelo ISD - \$2,000 SLP asst; \$3,000 SLP; \$4,000 bilingual teacher
Ysleta ISD - Doctorate Degrrre

Dept Chair/Grade Leader HS:

Ectory County ISD - Pay four additional days

Dept Chair/Grade Leader MS:

Ectory County ISD - Pay four additional days

Signing Bonus:

Abilene ISD - Secondary Composite Science
Ector County ISD - \$1,500 Elementary Bilingual and Sp Ed Certified; \$2,000 secondary Math/Science
El Paso ISD - Math/Science, Deaf Ed, Dual Credit, Bilingual
Pecos-Barstow-Toyah ISD - Math/Science paid out over two years; \$2,000 per semester
San Angelo ISD - Math/Chemistry, Composite Science

Ector County ISD (Post TRE)

Teacher Salary Plan Comparisons, 2018-2019

District	Student Enrollment	Number of Teachers	0-Year Salary	5-Year Salary	10-Year Salary	15-Year Salary	20-Year Salary	Average Teacher Salary	Max Yrs Credit	Last % Increase
1 Midland ISD**	25,634	1,574	\$50,000	\$52,050	\$53,750	\$56,250	\$58,750	\$54,982	40	2.0%
2 Ysleta ISD	40,961	2,876	\$49,505	\$49,905	\$51,855	\$54,355	\$56,855	\$53,606	30	2.0%
3 Socorro ISD	46,624	2,915	\$49,047	\$50,672	\$52,297	\$53,922	\$56,612	\$61,077	50	2.0%
4 Amarillo ISD	32,925	2,190	\$48,306	\$50,493	\$53,670	\$54,602	\$56,731	\$54,220	36	2.0%
5 El Paso ISD	57,277	4,326	\$48,300	\$48,900	\$51,279	\$53,822	\$56,363	\$53,522	30	0.0%
6 Abilene ISD	16,760	1,100	\$45,000	\$46,500	\$48,000	\$50,500	\$53,600	\$50,043	26	2.5%
7 Wink-Loving ISD**	430	40	\$44,500	\$45,750	\$50,800	\$55,000	\$59,400	\$54,922	25	
8 Pecos-Barstow-Toyah ISD	2,816	194	\$44,000	\$47,800	\$52,300	\$56,700	\$60,400	\$51,300	36	5.0%
9 Greenwood ISD**	2,663	160	\$43,900	\$45,800	\$48,750	\$53,000	\$56,290	\$49,603	27	
10 Crane ISD**	1,154	92	\$43,760	\$46,090	\$51,680	\$55,880	\$59,060	\$55,512	45	
11 Andrews ISD**	4,062	251	\$43,246	\$49,136	\$53,569	\$55,692	\$57,908	\$55,892	48	
12 Lubbock ISD	27,500	1,932	\$43,000	\$45,250	\$46,575	\$49,059	\$50,977	\$48,114	47	1.0%
13 San Angelo ISD	14,454	970	\$40,000	\$42,000	\$44,000	\$47,400	\$51,000	\$47,576	30	3.4%
Ector County ISD (Post TRE)	33,028	1,985	\$50,000	\$52,000	\$54,400	\$57,000	\$59,500	\$55,076	50	6.1%
Ector County ISD	33,028	1,985	\$47,500	\$49,500	\$52,000	\$54,500	\$57,000	\$55,076	50	6.1%
25th Percentile			\$43,760	\$45,800	\$48,750	\$53,000	\$56,290	\$50,043	30	2.0%
Median			\$44,500	\$47,800	\$51,680	\$54,355	\$56,731	\$53,606	36	2.0%
75th Percentile			\$48,306	\$49,905	\$52,300	\$55,692	\$58,750	\$54,982	45	2.5%
Comparison to 75th Percentile			104%	104%	104%	102%	101%	100%		
Dollar Difference			\$1,694	\$2,095	\$2,100	\$1,308	\$750	\$94		

Ector County ISD (Post TRE)
Teacher Stipend Comparisons, 2018-2019

District	Student Enrollment	Master's Degree	Subject-Area Master's	Secondary Math	Secondary Science	Special Education General/Resource	Special Education Self-Contained	Bilingual	ESL	National Board Certification	Campus Assignment
1 Abilene ISD	16,760	\$1,000						\$3,000			
2 Amarillo ISD	32,925	\$400				\$200	\$200	\$258			
3 El Paso ISD	57,277	\$1,000		\$2,500	\$2,500	\$1,000	\$1,000	\$1,100	\$1,100	\$2,000	
4 Lubbock ISD	27,500	\$1,500					\$1,000	\$1,000			\$1,500
5 Midland ISD	25,634	\$1,300		\$2,000	\$2,000		\$3,000	\$2,500	\$1,500		
6 Pecos-Barstow-Toyah ISD	2,816	\$1,000		\$3,000	\$3,000			\$2,000			
7 San Angelo ISD	14,454	\$500		\$500	\$500			\$1,000	\$500		
8 Seminole ISD	2,935	\$1,000	\$3,000				\$1,000	\$2,000	\$1,000		
9 Socorro ISD	46,624	\$2,500		\$1,500	\$1,000	\$1,500	\$1,500	\$1,500	\$1,500		
10 Ysleta ISD	40,961	\$2,000		\$3,000	\$3,000	\$1,100	\$3,000	\$1,500	\$1,500		
Ector County ISD (Post TRE)	33,028	\$2,600		\$2,100	\$2,100	\$1,100	\$2,100	\$2,100	\$2,100		
Median Stipend		\$1,000	\$3,000	\$2,250	\$2,250	\$1,050	\$1,000	\$1,500	\$1,300	\$2,000	\$1,500
Average Stipend		\$1,220	\$3,000	\$2,083	\$2,000	\$950	\$1,529	\$1,586	\$1,183	\$2,000	\$1,500
Count		10	1	6	6	4	7	10	6	1	1

Footnotes:

Special Education General/Resource:

Ector County ISD - SPED teacher, or Deaf, Resource, Inclusion, Co-Teach, Adaptive PE

Ysleta ISD - Specialized Support/Resource

Special Education Self-Contained:

Amarillo ISD - Value was copied from general SpEd.

Ector County ISD - Specialized Classroom

El Paso ISD - Applies to all Special Ed Assignments

Lubbock ISD - SP ED SEBSS/SLC, SP ED REACH

Seminole ISD - Severe Handicapped--Self Contained

Socorro ISD - self contained

Ysleta ISD - Specialized Support Alternative Behavior

Ector County ISD (Post TRE)
Teacher Incentive Comparisons, 2018-2019

District	Student Enrollment	Dept Chair/ Grade Leader HS	Dept Chair/ Grade Leader MS	Dept Chair/ Grade Leader ES	Mentor Teacher	Signing Bonus	Other Incentive
1 Abilene ISD	16,760	\$2,400	\$2,400			\$3,500	
2 Amarillo ISD	32,925	\$800	\$800		\$500		
3 El Paso ISD	57,277	\$1,300	\$1,100	\$800		\$3,000	\$1,000
4 Lubbock ISD	27,500	\$1,000	\$1,000	\$1,000	\$1,000		\$2,000
5 Midland ISD	25,634	\$4,500	\$3,500				\$2,600
6 Pecos-Barstow-Toyah ISD	2,816	\$1,000			\$3,000	\$8,000	
7 San Angelo ISD	14,454	\$1,500	\$1,000		\$200	\$2,000	\$4,000
8 Seminole ISD	2,935	\$1,000	\$1,000				
9 Socorro ISD	46,624	\$1,200	\$1,200		\$500		
10 Ysleta ISD	40,961	\$1,320	\$990	\$750			\$3,500
Ector County ISD (Post TRE)	33,028	\$3,700	\$3,150		\$250	\$1,500	\$3,650
Median Stipend		\$1,250	\$1,000	\$800	\$500	\$3,250	\$2,600
Average Stipend		\$1,602	\$1,443	\$850	\$1,040	\$4,125	\$2,620
Count		10	9	3	5	4	5

Footnotes:

Other Incentives:

El Paso ISD - Doctorate
Lubbock ISD - Doctorate
Plainview ISD - RN/Teacher of Health Science Technology Education
San Angelo ISD - \$2,000 SLP asst; \$3,000 SLP; \$4,000 bilingual teacher
Ysleta ISD - Doctorate Degrrre

Dept Chair/Grade Leader HS:

Ectory County ISD - Pay four additional days

Dept Chair/Grade Leader MS:

Ectory County ISD - Pay four additional days

Signing Bonus:

Abilene ISD - Secondary Composite Science
Ector County ISD - \$1,500 Elementary Bilingual and Sp Ed Certified; \$2,000 secondary Math/Science
El Paso ISD - Math/Science, Deaf Ed, Dual Credit, Bilingual
Pecos-Barstow-Toyah ISD - Math/Science paid out over two years; \$2,000 per semester
San Angelo ISD - Math/Chemistry, Composite Science

Ector County ISD

Exempt Market - Salary Comparisons, 2018-2019

Positions Sorted by Benchmark Position

Central Administration

	Benchmark Position	District Job Title	Note	Districts Reporting	2018-2019 Market Salary	2018-2019 District Salary	2018-2019 District Salary Compared to Market	2018-2019 District Pay Range Midpoint	2018-2019 Pay Range Midpoint Compared to Market
1	Area Superintendent	Asst Superintendent, Student/School Support	S	21	\$141,288	\$128,529	91%	\$133,200	94%
2	Assistant Director - Athletics	Director, Asst Athletic	S	25	\$91,800	\$84,356	92%	\$94,440	103%
3	Chief Academic Officer	Associate Supt, C&I	S	23	\$152,605	\$156,663	103%	\$144,120	94%
4	Chief Facilities and Operations Officer	Chief Operations Officer	S	26	\$140,047	\$127,663	91%	\$133,200	95%
5	Chief Financial Officer	Chief Financial Officer	S	27	\$166,263	\$159,783	96%	\$144,120	87%
6	Chief Human Resources Officer	Asst Superintendent, HR	S	25	\$154,622	\$129,279	84%	\$133,200	86%
7	Communications Officer	Director, Communication	M	7	\$108,339	\$105,703	98%	\$112,200	104%
8	Deputy Superintendent	Deputy Superintendent	S	14	\$180,746	\$169,663	94%	\$155,040	86%
9	Director of Athletics (Non-Coaching)	Exec Director, Athletics	S	28	\$119,649	\$119,663	100%	\$133,200	111%
10	Director of Bilingual Education	Exec Director, Bilingual/ESL/Migrant	S	26	\$96,326	\$109,349	114%	\$122,280	127%
11	Director of Career & Technical Education	Exec Director, Career & Tech Ed	S	25	\$103,292	\$106,724	103%	\$122,280	118%
12	Director of Child Nutrition	Director, School Nutrition	S	20	\$105,010	\$83,729	80%	\$86,640	83%
13	Director of Curriculum/Instruction	Exec Director, C&I	S	24	\$117,777	\$106,725	91%	\$122,280	104%
14	Director of Finance/Business Manager	Director, Finance	S	27	\$114,643	\$90,986	79%	\$102,960	90%
15	Director of Fine Arts	Exec Director, Fine Arts	S	27	\$105,501	\$109,279	104%	\$122,280	116%
16	Director of Guidance & Counseling	Exec Director, Guidance & Counselor	S	26	\$95,613	\$102,079	107%	\$122,280	128%
17	Director of Human Resources	Director, HR	S	26	\$109,843	\$98,879	90%	\$102,960	94%
18	Director of Internal Audit	Internal Auditor	S	16	\$89,868	\$85,033	95%	\$86,640	96%
19	Director of Maintenance	Director, Facilities	S	25	\$109,280	\$87,903	80%	\$86,640	79%
20	Director of Nursing & Health Services	Director, Health Services	S	27	\$86,664	\$89,969	104%	\$94,440	109%
21	Director of Payroll	Director, Payroll	S	20	\$98,249	\$91,265	93%	\$86,640	88%
22	Director of Professional Development	Director, Professional Development	S	17	\$110,789	\$96,427	87%	\$112,200	101%
23	Director of Purchasing	Director, Purchasing	S	27	\$100,125	\$90,820	91%	\$94,440	94%

Ector County ISD

Exempt Market - Salary Comparisons, 2018-2019

Positions Sorted by Benchmark Position

Central Administration

	Benchmark Position	District Job Title	Note	Districts Reporting	2018-2019 Market Salary	2018-2019 District Salary	2018-2019 District Salary Compared to Market	2018-2019 District Pay Range Midpoint	2018-2019 Pay Range Midpoint Compared to Market
24	Director of Research, Evaluation, & Accountability	Exec Director, Accountability	S	26	\$107,338	\$105,729	99%	\$122,280	114%
25	Director of Risk Management	Director, Benefits/Risk Management	S	21	\$97,145	\$103,887	107%	\$94,440	97%
26	Director of Special Education	Exec Director, Special Ed	S	28	\$111,350	\$106,725	96%	\$122,280	110%
27	Director of Student Services	Director, Student Services	S	23	\$105,655	\$75,096	71%	\$87,355	83%
28	Director of Transportation	Director, Transportation	S	23	\$102,311	\$80,878	79%	\$86,640	85%
29	Federal Programs Administrator	Director, Federal & State Programs	S	26	\$104,712	\$98,455	94%	\$112,200	107%
District Comparison to Market							2018-2019 Pay	94%	Plan
									99%

Notes

M Market salary is median of reporting comparison districts

S Market salary is median of statewide responses for student enrollment of 25,000 to 49,999

Summary of Pay Comparisons to Market	Above (Over 110%)	1
	At market (90% - 110%)	21
	Below (Less than 90%)	7

Ector County ISD

Exempt Market - Salary Comparisons, 2018-2019

Campus Administration

Positions Sorted by Benchmark Position

	Benchmark Position	District Job Title	Note	Districts Reporting	2018-2019 Market Salary	2018-2019 District Salary	2018-2019 District Salary Compared to Market	2018-2019 District Pay Range Midpoint	2018-2019 Pay Range Midpoint Compared to Market
1	Assistant Principal - Elementary School	Asst Principal, ES	M	10	\$65,857	\$63,444	96%	\$76,130	116%
2	Assistant Principal - High School	Asst Principal, HS	M	11	\$78,783	\$72,972	93%	\$83,506	106%
3	Assistant Principal - Middle School	Asst Principal, MS	M	10	\$70,670	\$70,893	100%	\$83,506	118%
4	Principal - DAEP/JJAEP	Principal, Alt	M	8	\$102,025	\$93,687	92%	\$112,200	110%
5	Principal - Elementary School	Principal, ES/EEC	M	8	\$89,253	\$88,050	99%	\$102,960	115%
6	Principal - High School	Principal, HS	M	9	\$108,010	\$126,279	117%	\$122,280	113%
7	Principal - Middle School	Principal, MS	M	8	\$93,398	\$98,222	105%	\$112,200	120%
8	School Counselor - Elementary School	Counselor, ES/EEC.SAS	M	10	\$61,296	\$60,905	99%	\$63,946	104%
9	School Counselor - High School	Counselor, HS	M	11	\$64,638	\$66,913	104%	\$67,192	104%
10	School Counselor - Middle School	Counselor, MS/SAS	M	10	\$62,820	\$64,557	103%	\$67,192	107%
District Comparison to Market					2018-2019 Pay		101%	Plan	111%

Notes

M Market salary is median of reporting comparison districts

Summary of Pay Comparisons to Market	Above (Over 110%)	1
	At market (90% - 110%)	9
	Below (Less than 90%)	-

Benchmark Position	Market Days	District Days	Daily Rate Compared to Market
Assistant Principal - Elementary School	206	217	91%
Assistant Principal - High School	211	217	90%
Assistant Principal - Middle School	207	217	96%
School Counselor - Middle School	199	207	99%

Ector County ISD

Exempt Market - Salary Comparisons, 2018-2019

Positions Sorted by Benchmark Position

Professional

	Benchmark Position	District Job Title	Note	Districts Reporting	2018-2019 Market Salary	2018-2019 District Salary	2018-2019 District Salary Compared to Market	2018-2019 District Pay Range Midpoint	2018-2019 Pay Range Midpoint Compared to Market
1	Accountant (Degreed)	Special Projects Accountant	C	9	\$66,799	\$65,666	98%	\$72,840	109%
2	Agriculture Science Teacher	Teacher, Agriculture	M	8	\$64,646	\$70,089	108%	\$69,336	107%
3	Athletic Trainer	Athletic Trainer, HS	M	10	\$65,839	\$65,613	100%	\$72,622	110%
4	Behavior Specialist	Specialist, Behavior	M	4	\$61,780	\$52,261	85%	\$61,657	100%
5	Benefits Analyst	Manager, Risk/Benefits	NS		\$58,908	\$48,560	82%	\$53,400	91%
6	Diagnostician	Diagnostician	M	11	\$62,310	\$65,285	105%	\$63,946	103%
7	District Testing Coordinator	Coordinator, Testing	S	22	\$82,905	\$79,356	96%	\$87,355	105%
8	Energy Manager	Director Energy/Custodial Operations	C	5	\$83,652	\$80,494	96%	\$86,640	104%
9	Head Football Coach	Athletic Coordinator/Head Football Coach	S	28	\$104,786	\$119,432	114%	\$87,355	83%
10	High School Band Director	HS Band Director	75	11	\$85,935	\$96,786	113%	\$69,336	81%
11	Instructional Coach (Campus Level)	Elem/Secondary Instructional Coach	M	8	\$55,217	\$64,043	116%	\$66,141	120%
12	Instructional Coordinator	Coordinator, (various PG5E)	S	25	\$82,243	\$75,439	92%	\$87,355	106%
13	Instructional Technology Specialist	Specialist Instructional Technology	M	9	\$63,842	\$64,481	101%	\$66,141	104%
14	Librarian	Media Specialist	M	10	\$58,319	\$56,600	97%	\$59,750	102%
15	Licensed Specialist in School Psychology	LSSP	E	4	\$66,057	\$59,664	90%	\$63,946	97%
16	Nurse (RN)	NURSE	M	11	\$51,913	\$55,460	107%	\$59,750	115%
17	Occupational Therapist	Occupation Therapist	M	5	\$71,672	\$73,480	103%	\$69,113	96%
18	Payroll Analyst	Payroll Special Projects	NS		\$59,085	\$44,588	75%	\$53,400	90%
19	PEIMS Manager	Director, Information Systems	M	7	\$81,001	\$98,713	122%	\$102,899	127%
20	Physical Therapist	Physical Therapist	M	5	\$77,905	\$83,216	107%	\$69,113	89%
21	ROTC Instructor	JROTC	M	9	\$65,568	\$76,662	117%	\$87,283	133%

Ector County ISD

Exempt Market - Salary Comparisons, 2018-2019

Professional

Positions Sorted by Benchmark Position

Benchmark Position	District Job Title	Note	Districts Reporting	2018-2019 Market Salary	2018-2019 District Salary	2018-2019 District Salary Compared to Market	2018-2019 District Pay Range Midpoint	2018-2019 Pay Range Midpoint Compared to Market
22 Social Worker	Social Worker	C	7	\$49,682	\$49,878	100%	\$50,200	101%
23 Speech-Language Pathologist	Speech Pathologist	M	7	\$62,266	\$70,210	113%	\$60,700	97%
24 Speech-Language Pathology Assistant	Speech Pathologist, Asst	M	6	\$52,436	\$49,715	95%	\$55,700	106%
District Comparison to Market				2018-2019 Pay		101%	Plan	103%

Notes

- M** Market salary is median of reporting comparison districts
- C** Market salary is average of non-school and school markets
- NS** Market salary is median value of non-school market
- E** Market salary is median of ESC Region 18 responses
- S** Market salary is median of statewide responses for student enrollment of 25,000 to 49,999
- 75** Market salary is 75th percentile of reporting comparison districts

Summary of Pay Comparisons to Market	Above (Over 110%)	6
	At market (90% - 110%)	15
	Below (Less than 90%)	3

Benchmark Position	Market Days	District Days	Daily Rate Compared to Market
Agriculture Science Teacher	226	217	113%
Behavior Specialist	196	207	80%
Instructional Coach (Campus Level)	193	207	108%
Instructional Technology Specialist	226	207	110%
Occupational Therapist	212	197	110%
Physical Therapist	212	197	115%
ROTC Instructor	214	227	110%
Social Worker	197	187	106%

Ector County ISD

Exempt Market - Salary Comparisons, 2018-2019

Technology

Positions Sorted by Benchmark Position

Benchmark Position	District Job Title	Note	Districts Reporting	2018-2019 Market Salary	2018-2019 District Salary	2018-2019 District Salary Compared to Market	2018-2019 District Pay Range Midpoint	2018-2019 Pay Range Midpoint Compared to Market
1 Chief Technology Officer	Chief Technology Officer	S	26	\$139,963	\$131,313	94%	\$133,200	95%
1 Computer Technician	Technician, Computer	C	11	\$25.15	\$18.08	72%	\$21.19	84%
2 Database Administrator	Administrator, IT System	C	6	\$78,910	\$62,324	79%	\$72,749	92%
3 Director of Instructional Technology	Director, Instructional Technology	S	23	\$96,835	\$78,785	81%	\$94,440	98%
4 Help Desk Technician	Technician, Help Desk	C	6	\$22.20	\$20.40	92%	\$23.40	105%
5 IT Coordinator/Manager	Director, Information Technology	C	5	\$97,861	\$94,222	96%	\$102,899	105%
6 Network Administrator	Manager, Network Hardware/Software	C	9	\$75,504	\$77,966	103%	\$87,250	116%
7 Network Technician	Technician, Network	C	6	\$33.16	\$22.86	69%	\$27.37	83%
8 PEIMS Manager	Director, Information Systems	C	7	\$91,676	\$98,713	108%	\$102,899	112%
9 Systems Programmer/Analyst - Senior	Administrator, Senior System/Active Directory	C	8	\$79,939	\$68,053	85%	\$81,500	102%
10 User Support Analyst	Administrator, NTO Tech	NS		\$57,614	\$44,588	77%	\$53,399	93%
11 Web Administrator	Web Master	M	7	\$65,037	\$58,232	90%	\$67,750	104%
District Comparison to Market				2018-2019 Pay		87%	Plan	99%

Notes

- M** Market salary is median of reporting comparison districts
- C** Market salary is average of non-school and school markets
- NS** Market salary is median value of non-school market
- S** Market salary is median of statewide responses for student enrollment of 25,000 to 49,999

Summary of Pay Comparisons to Market	Above (Over 110%)	-
	At market (90% - 110%)	6
	Below (Less than 90%)	6

Ector County ISD

Exempt Market - Salary Comparisons, 2018-2019

Positions Sorted by Benchmark Position

Police

	Benchmark Position	District Job Title	Note	Districts Reporting	2018-2019 Market Salary	2018-2019 District Salary	2018-2019 District Salary Compared to Market	2018-2019 District Pay Range Midpoint	2018-2019 Pay Range Midpoint Compared to Market
1	Chief of Police	Chief of Police	C	4	\$93,133	\$82,844	89%	\$94,441	101%
2	Police Lieutenant	Police Lieutenant	C	4	\$72,909	\$68,815	94%	\$79,441	109%
3	Sergeant	Police Sergeant	NS		\$70,370			\$72,840	104%
4	Police Officer/Certified Peace Officer	Police Officer	C	3	\$44,655	\$57,549	129%	\$64,831	145%
District Comparison to Market					2018-2019 Pay		104%	Plan	115%

Notes

C Market salary is average of non-school and school markets

NS Market salary is median value of non-school market

Summary of Pay Comparisons to Market	Above (Over 110%)	1
	At market (90% - 110%)	1
	Below (Less than 90%)	1

Benchmark Position	Market Days	District Days	Daily Rate Compared to Market
Police Lieutenant	238	227	99%

Ector County ISD
Nonexempt Market - Rate Comparisons, 2018-2019

Clerical

Positions Sorted by Benchmark Position

	Benchmark Position	District Job Title	Note	Districts Reporting	2018-2019 Market Rate	2018-2019 District Rate	2018-2019 District Rate Compared to Market	2018-2019 District Pay Range Midpoint	2018-2019 Pay Range Midpoint Compared to Market
1	Accounting Clerk	Clerk, Accounting	C	6	\$18.60	\$14.79	80%	\$16.84	91%
2	Bookkeeper - HS	Bookkeeper, HS	C	5	\$16.98	\$14.75	87%	\$16.84	99%
3	Campus Attendance/PEIMS Data Clerk - ES	Clerk, Attendance ES	M	6	\$12.92	\$12.89	100%	\$14.17	110%
4	Campus Attendance/PEIMS Data Clerk - HS	Clerk, Attendance HS	M	7	\$13.89	\$12.79	92%	\$14.17	102%
5	Campus Attendance/PEIMS Data Clerk - MS	Clerk, Attendance MS	M	7	\$13.39	\$13.83	103%	\$14.17	106%
6	Director Secretary	Secretary, Director	C	7	\$20.91	\$18.30	88%	\$20.00	96%
7	Employee Benefits Specialist	Specialist, Health Benefits	C	4	\$26.45	\$22.87	86%	\$21.81	82%
8	Executive Administrative Secretary	Secretary, Asst Superintendent	C	7	\$25.12	\$23.25	93%	\$23.76	95%
9	Payroll Clerk	Specialist, Payroll	C	5	\$21.58	\$20.50	95%	\$21.81	101%
10	Principal Secretary - ES	Secretary, Principal ES/EEC	C	8	\$16.79	\$17.03	101%	\$18.35	109%
11	Principal Secretary - HS	Secretary, Principal HS	C	8	\$18.90	\$19.92	105%	\$20.00	106%
12	Principal Secretary - MS	Secretary, Principal MS	C	8	\$17.49	\$17.06	98%	\$18.35	105%
13	Purchasing Clerk	Clerk, Purchasing	C	6	\$17.89	\$15.10	84%	\$16.84	94%
14	Registrar - HS	Registrar/PEIMS Clerk HS	E	3	\$17.30	\$16.25	94%	\$18.35	106%
15	Registrar - MS	Clerk, Data Processing MS	M	2	\$14.56	\$13.44	92%	\$15.44	106%
16	Superintendent Secretary	Admin Asst, Superintendent	M	7	\$29.00	\$27.65	95%	\$25.90	89%
District Comparison to Market							2018-2019 Pay	93%	Plan
									100%

Notes

- M** Market salary is median of reporting comparison districts
C Market salary is average of non-school and school markets
E Market salary is median of ESC Region 18 responses

Summary of Pay Comparisons to Market	Above (Over 110%)	-
	At market (90% - 110%)	11
	Below (Less than 90%)	5

Ector County ISD

Nonexempt Market - Minimum Comparisons, 2018-2019

Positions Sorted by Benchmark Position

Clerical & Technical Rate Minimums

	Benchmark Position	District Job Title	Note	Districts Reporting	2018-2019 Market Rate Minimum	2018-2019 District Rate Minimum	2018-2019 District Minimum Compared to Market
1	Accounting Clerk	Clerk, Accounting	M	5	\$14.65	\$13.46	92%
2	Bookkeeper - HS	Bookkeeper, HS	M	5	\$12.06	\$13.46	112%
3	Campus Attendance/PEIMS Data Clerk - ES	Clerk, Attendance ES	M	5	\$11.78	\$11.33	96%
4	Campus Attendance/PEIMS Data Clerk - HS	Clerk, Attendance HS	M	6	\$11.08	\$11.33	102%
5	Campus Attendance/PEIMS Data Clerk - MS	Clerk, Attendance MS	M	6	\$11.08	\$11.33	102%
6	Director Secretary	Secretary, Director	M	6	\$13.42	\$16.00	119%
7	Employee Benefits Specialist	Specialist, Health Benefits	M	4	\$18.97	\$17.44	92%
8	Executive Administrative Secretary	Secretary, Asst Superintendent	M	6	\$16.81	\$19.01	113%
9	Payroll Clerk	Specialist, Payroll	M	4	\$14.85	\$17.44	117%
10	Principal Secretary - ES	Secretary, Principal ES/EEC	M	7	\$13.16	\$14.68	112%
11	Principal Secretary - HS	Secretary, Principal HS	M	7	\$14.65	\$16.00	109%
12	Principal Secretary - MS	Secretary, Principal MS	M	7	\$13.16	\$14.68	112%
13	Purchasing Clerk	Clerk, Purchasing	M	6	\$13.94	\$13.46	97%
14	Registrar - HS	Registrar/PEIMS Clerk HS	M	7	\$12.24	\$14.68	120%
15	Registrar - MS	Clerk, Data Processing MS	M	2	\$11.10	\$12.35	111%
16	Superintendent Secretary	Admin Asst, Superintendent	M	6	\$24.16	\$20.72	86%
District Comparison to Market						Plan	106%

Notes

M Market minimum is median of reporting comparison districts

Summary of Minimum Comparisons to Market	Above (Over 110%)	8
	At market (90% - 110%)	7
	Below (Less than 90%)	1

Ector County ISD

Nonexempt Market - Rate Comparisons, 2018-2019

Positions Sorted by Benchmark Position

Instructional Support

	Benchmark Position	District Job Title	Note	Districts Reporting	2018-2019 Market Rate	2018-2019 District Rate	2018-2019 District Rate Compared to Market	2018-2019 District Pay Range Midpoint	2018-2019 Pay Range Midpoint Compared to Market
1	Certified Nursing Assistant	Certified Nurse Assistant	NS		\$14.58	\$12.53	86%	\$14.12	97%
2	Classroom Teacher Aide	Aide, (various PG1)	M	8	\$12.12	\$10.53	87%	\$11.89	98%
3	Day Care Worker	Child Care Provider	NS		\$13.43	\$12.24	91%	\$12.96	97%
4	Deaf-Education Interpreter (Basic)	Aide, Sp Ed Cert Int Auditory Impaired	C	5	\$24.36	\$20.92	86%	\$23.70	97%
5	Nursing Assistant (non-certified)	Aide, School Health	NS		\$13.89	\$13.44	97%	\$14.12	102%
6	Special Education Aide - General/Resource	Aide, Sp Ed (various PG2)	75	8	\$13.81	\$11.79	85%	\$12.96	94%
7	Special Education Aide - Self-Contained	Aide, Sp Ed (various PG3)	75	7	\$15.05	\$12.79	85%	\$14.12	94%
District Comparison to Market							2018-2019 Pay	88%	Plan

Notes

- M** Market salary is median of reporting comparison districts
C Market salary is average of non-school and school markets
NS Market salary is median value of non-school market
75 Market salary is 75th percentile of reporting comparison districts

Summary of Pay Comparisons to Market	Above (Over 110%)	-
	At market (90% - 110%)	2
	Below (Less than 90%)	5

Ector County ISD

Nonexempt Market - Minimum Comparisons, 2018-2019

Positions Sorted by Benchmark Position

Instructional Support

Rate Minimums

	Benchmark Position	District Job Title	Note	Districts Reporting	2018-2019 Market Rate Minimum	2018-2019 District Rate Minimum	2018-2019 District Minimum Compared to Market
1	Classroom Teacher Aide	Aide, (various PG1)	M	7	\$10.44	\$9.50	91%
2	Deaf-Education Interpreter (Basic)	Aide, Sp Ed Cert Int Auditory Impair	M	4	\$17.56	\$18.95	108%
3	Special Education Aide - General/Resource	Aide, Sp Ed (various PG2)	M	7	\$10.44	\$10.36	99%
4	Special Education Aide - Self-Contained	Aide, Sp Ed (various PG3)	M	6	\$10.85	\$11.29	104%
District Comparison to Market						Plan	101%

Notes

M Market minimum is median of reporting comparison districts

Summary of Minimum Comparisons to Market	Above (Over 110%)	-
	At market (90% - 110%)	4
	Below (Less than 90%)	-

Ector County ISD

Nonexempt Market - Rate Comparisons, 2018-2019

Positions Sorted by Benchmark Position

Auxiliary

	Benchmark Position	District Job Title	Note	Districts Reporting	2018-2019 Market Rate	2018-2019 District Rate	2018-2019 District Rate Compared to Market	2018-2019 District Pay Range Midpoint	2018-2019 Pay Range Midpoint Compared to Market
23	Painter	Painter, General	C	5	\$18.84	\$17.79	94%	\$17.12	91%
24	Painting Supervisor	Foreman, Painting	NS		\$26.91	\$24.34	90%	\$22.17	82%
25	Pest Control Specialist	Grounds, Cert APP/IPM	M	5	\$20.46	\$21.42	105%	\$18.67	91%
26	Plumber	Plumber	C	5	\$25.30	\$19.02	75%	\$20.34	80%
27	Printer	Print Binder/Print Mail Service	C		\$17.18	\$17.63	103%	\$17.12	100%
28	Refrigeration Mechanic	Food Service Technician	NS		\$28.27	\$25.96	92%	\$22.17	78%
29	Roofer	Roofer	NS		\$20.01	\$17.36	87%	\$15.71	79%
30	Security Guard	Specialist, Campus Safety	C	3	\$14.70	\$13.91	95%	\$14.41	98%
31	Sheet Metal Mechanic	Mechanic, Sheet Metal	NS		\$22.20	\$23.57	106%	\$22.17	100%
32	Transportation Dispatcher	Transportation, Dispatcher	C	3	\$19.00	\$19.95	105%	\$18.77	99%
33	Transportation Supervisor	Transportation, Operations Manager	M	4	\$30.84	\$22.62	73%	\$23.82	77%
34	Vehicle Mechanic	Mechanic, Vehicle	C	6	\$22.45	\$20.28	90%	\$22.17	99%
35	Warehouse Assistant	Warehouse, FS Delivery	C	2	\$15.77	\$13.96	89%	\$15.71	100%
36	Warehouse Supervisor	Warehouse, Supervisor Maintenance	C	5	\$26.80	\$22.72	85%	\$22.17	83%
37	Welder	Shop Welder	NS		\$23.58	\$16.01	68%	\$17.12	73%
District Comparison to Market					2018-2019 Pay		92%	Plan	92%

Notes

- M** Market salary is median of reporting comparison districts
- C** Market salary is average of non-school and school markets
- NS** Market salary is median value of non-school market
- 75** Market salary is 75th percentile of reporting comparison districts

Summary of Pay Comparisons to Market	Above (Over 110%)	1
	At market (90% - 110%)	22
	Below (Less than 90%)	14

Ector County ISD

Nonexempt Market - Minimum Comparisons, 2018-2019

Positions Sorted by Benchmark Position

Auxiliary
Rate Minimums

Benchmark Position		District Job Title	Note	Districts Reporting	2018-2019 Market Rate Minimum	2018-2019 District Rate Minimum	2018-2019 District Minimum Compared to Market
1	Bus Driver	Bus Driver	75	4	\$17.99	\$16.41	91%
2	Bus Monitor	Monitor, Sped/Regular	M	4	\$11.03	\$9.71	88%
3	Cafeteria Manager - ES	Café Manager, ES	M	5	\$12.25	\$13.70	112%
4	Cafeteria Manager - HS	Café Manager, HS	M	4	\$15.82	\$14.93	94%
5	Cafeteria Worker	Café Worker	M	5	\$9.50	\$9.71	102%
6	Carpenter	Carpenter, General	M	5	\$15.58	\$16.27	104%
7	Custodial Supervisor	Custodian, Foreman	M	4	\$23.29	\$17.74	76%
8	Custodian	Custodian	M	6	\$10.37	\$11.52	111%
9	District Child Nutrition Supervisor	Food Service, Supervisor	M	4	\$23.54	\$17.74	75%
10	Electrician	Electrician, General	M	4	\$18.08	\$17.74	98%
11	General Maintenance Worker	Maintenance/Groundskeeper, Camp	M	6	\$12.79	\$14.93	117%
12	Groundskeeper	Groundskeeper	M	5	\$13.74	\$12.57	91%
13	HVAC Mechanic (Licensed)	HVAC Mechanic (Licensed)	M	4	\$18.02	\$19.33	107%
14	Lead Custodian - ES	Custodian, Head ES	M	4	\$12.04	\$12.57	104%
15	Lead Custodian - HS	Custodian, Head HS	M	5	\$13.35	\$14.93	112%
16	Maintenance Foreman	Grounds Foreman	M	5	\$23.16	\$19.33	83%
17	Painter	Painter, General	M	4	\$13.71	\$13.70	100%
18	Pest Control Specialist	Grounds, Cert APP/IPM	M	4	\$15.91	\$14.93	94%
19	Plumber	Plumber	M	3	\$17.09	\$17.74	104%
19	Police Officer/Certified Peace Officer	Police Officer	M,H	3	\$21.50	\$28.56	133%
20	Security Guard	Specialist, Campus Safety	M	3	\$12.24	\$11.52	94%
21	Transportation Dispatcher	Transportation, Dispatcher	M	3	\$14.23	\$15.35	108%

Ector County ISD

Nonexempt Market - Minimum Comparisons, 2018-2019

Positions Sorted by Benchmark Position

Auxiliary
Rate Minimums

	Benchmark Position	District Job Title	Note	Districts Reporting	2018-2019 Market Rate Minimum	2018-2019 District Rate Minimum	2018-2019 District Minimum Compared to Market
22	Transportation Supervisor	Transportation, Operations Manager	M	3	\$27.21	\$19.39	71%
23	Vehicle Mechanic	Mechanic, Vehicle	M	5	\$16.62	\$17.74	107%
24	Warehouse Assistant	Warehouse, FS Delivery	M	2	\$12.53	\$12.57	100%
25	Warehouse Supervisor	Warehouse, Supervisor Maintenance	M	4	\$23.95	\$17.74	74%
District Comparison to Market						Plan	97%

Notes

M Market minimum is median of reporting comparison districts

Summary of Minimum Comparisons to Market	Above (Over 110%)	4
	At market (90% - 110%)	15
	Below (Less than 90%)	6