

# Brownsville ISD

## Pay System Maintenance Review

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Luz Cadena  
May 3, 2023



HR Services

*This information is provided for educational purposes only to facilitate a general understanding of the law or other regulatory matter. This information is neither an exhaustive treatment on the subject nor is this intended to substitute for the advice of an attorney or other professional advisor. Consult with your attorney or professional advisor to apply these principles to specific fact situations*

# Fixing Pay Compression

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HR Services

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# Recommendation 1

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Implement pay structure adjustments to align with market

- Competitive starting salaries
- Midpoints aligned competitively to market

## Recommendation 2

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

- For teacher structure, general pay increase (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 2 - Continued

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## Model 1

- 2% GPI for teachers and non-teachers
- \$1,200 teacher pay increase
- Adjustments to fix pay compression
- Option 1:
  - Placement scale adjustments 20 years to midpoint
- Option 2:
  - Multi-year approach - .5% above minimum for each year of experience up to 20 years

## **Recommendation 2 - Continued**

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### Model 2

- 3% GPI for teachers and non-teachers
- \$1,800 teacher pay increase
- 2% GPI for nonexempt staff
- Adjustments to fix pay compression for nonexempt staff

## Recommendation 2 - Continued

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### Model 3

- 4.2% GPI for teachers/4% non-teachers
- \$2,500 teacher pay increase
- 2% GPI for nonexempt staff
- Adjustments to fix pay compression for nonexempt staff

## Recommendation 2

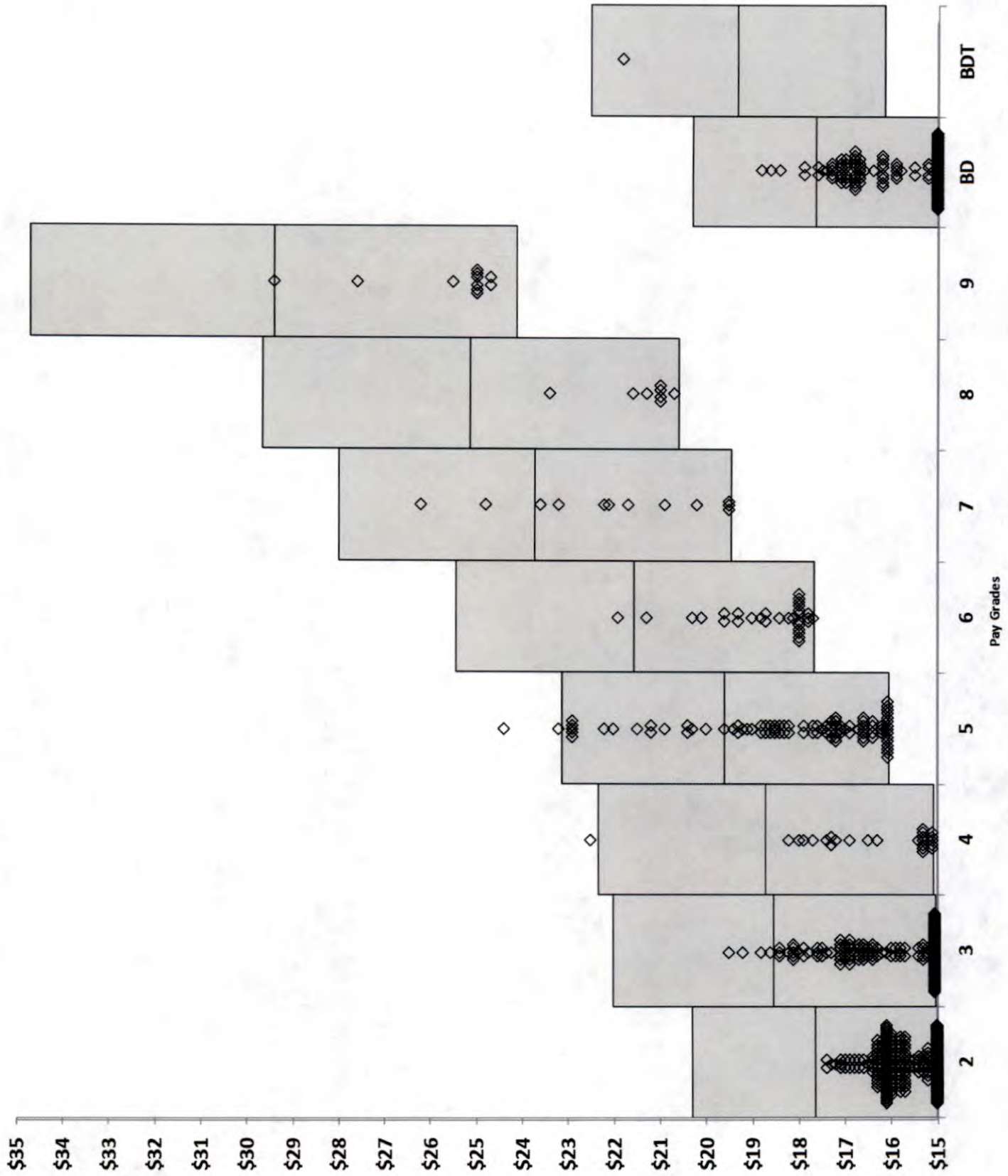
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Provide adjustments to address market differences and maintain equity

- Increase to 1 percent above minimum
- Strategic adjustments
  - Additional 1% midpoint increase for administrative and professional staff paid below 90% of new midpoint
- Teacher pay equity adjustments
- Adjustments to fix pay compression for nonexempt staff



Current Pay vs. Current Structure - Manual Trades  
Brownsville ISD



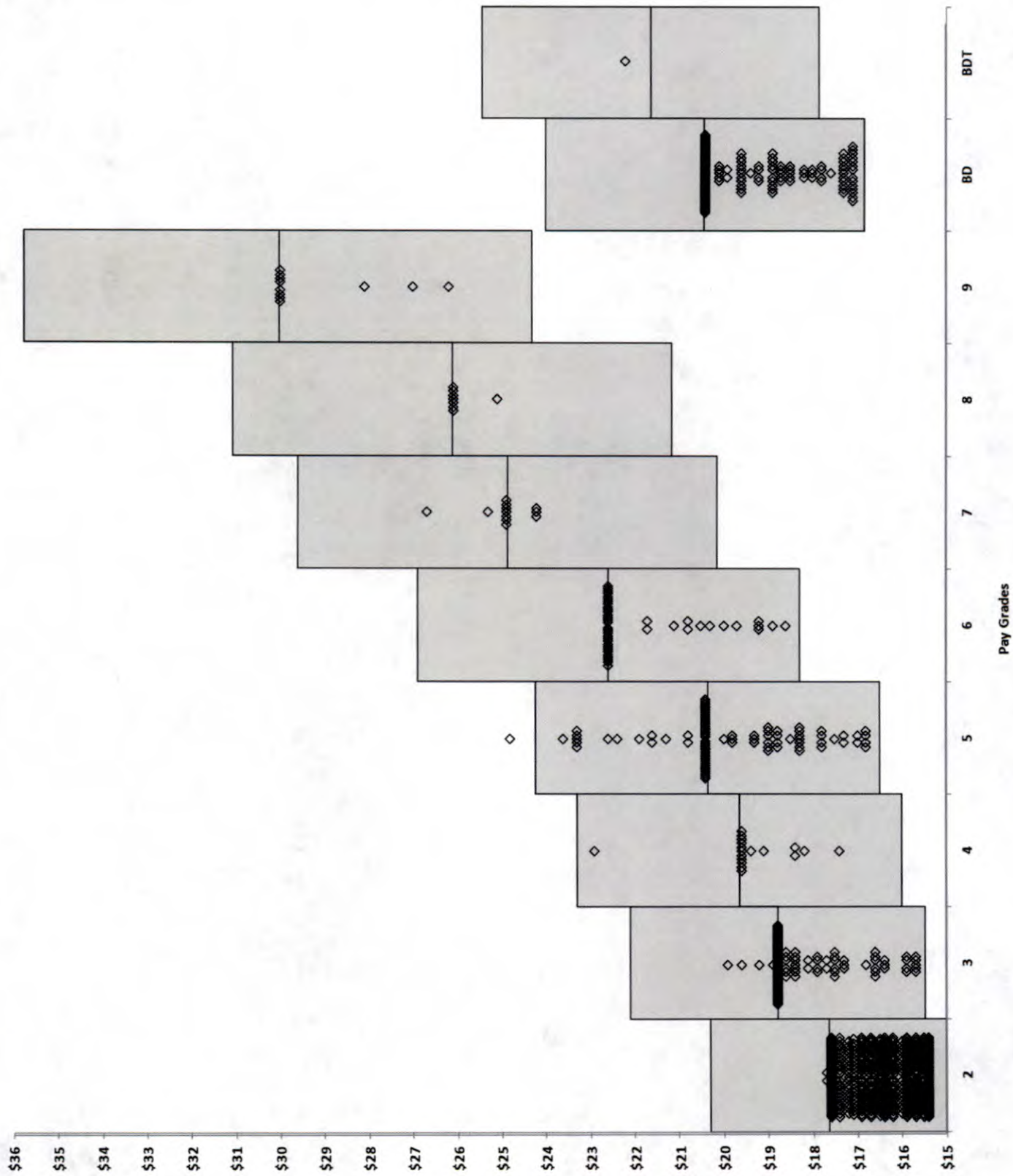
# Auxiliary Pay Plan: 2023-24

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
<b>2</b>			<b>Hourly</b>	<b>\$15.00</b>	<b>\$17.65</b>	<b>\$20.30</b>
	Assistant - A/C & EMS	261	<b>198 Days</b>	23,760	27,958	32,155
	Assistant - Electrician	261	<b>226 Days</b>	27,120	31,911	36,702
	Assistant - Masonry	261	<b>261 Days</b>	31,320	36,853	42,386
	Assistant - Painter	261				
	Assistant - Plumber	261	2021-22			
	Assistant - Print Shop	226	<b>Hourly</b>	<b>\$15.00</b>	<b>\$17.65</b>	<b>\$20.30</b>
	Assistant - Welder	261	<b>198 Days</b>	23,760	27,958	32,155
	Assistant Technician - Intercom	261	<b>226 Days</b>	27,120	31,911	36,702
	Bus Monitor	198	<b>261 Days</b>	31,320	36,853	42,386
	Custodian	261				
	Custodian - FNS	198				
	Worker - FNS	198				
<b>3</b>			<b>Hourly</b>	<b>\$15.50</b>	<b>\$18.80</b>	<b>\$22.10</b>
	A/C Filter Changer	261	<b>226 Days</b>	28,024	33,990	39,957
	Brush/Recycling Truck Operator	261	<b>261 Days</b>	32,364	39,254	46,145
	Certified Pool Operator (CPO)	261				
	Coordinator - Bus Monitor	226	2021-22			
	Custodian - Head District	261	<b>Hourly</b>	<b>\$15.05</b>	<b>\$18.53</b>	<b>\$22.01</b>
	Custodian - Head ES	261	<b>226 Days</b>	27,210	33,502	39,794
	Custodian - Head MS	261	<b>261 Days</b>	31,424	38,691	45,957
	Delivery Driver	261				
	Fence Worker	261				
	General Maintenance Worker	261				
	Glazier	261				
	Groundskeeper	261				
	Mason	261				
	Painter	261				
	Printer	226				

# Placement Scale - Auxiliary

Range Position	2023-2024 Total Exp	Pay Grades									
		2	3	4	5	6	7	8	9	BD	BDT
Minimum	0	\$15.00	\$15.50	\$16.00	\$16.50	\$18.31	\$20.15	\$21.16	\$24.33	\$16.85	\$17.85
	1	\$15.15	\$15.67	\$16.18	\$16.69	\$18.53	\$20.39	\$21.41	\$24.62	\$17.03	\$18.04
	2	\$15.28	\$15.83	\$16.36	\$16.88	\$18.74	\$20.62	\$21.65	\$24.90	\$17.20	\$18.22
	3	\$15.41	\$15.99	\$16.54	\$17.07	\$18.95	\$20.85	\$21.89	\$25.18	\$17.37	\$18.40
	4	\$15.54	\$16.15	\$16.72	\$17.26	\$19.16	\$21.08	\$22.13	\$25.46	\$17.54	\$18.58
	5	\$15.67	\$16.31	\$16.90	\$17.45	\$19.37	\$21.31	\$22.37	\$25.74	\$17.71	\$18.76
	6	\$15.80	\$16.47	\$17.08	\$17.64	\$19.58	\$21.54	\$22.61	\$26.02	\$17.88	\$18.94
	7	\$15.93	\$16.63	\$17.26	\$17.83	\$19.79	\$21.77	\$22.85	\$26.30	\$18.05	\$19.12
	8	\$16.06	\$16.79	\$17.44	\$18.02	\$20.00	\$22.00	\$23.09	\$26.58	\$18.22	\$19.30
	9	\$16.19	\$16.95	\$17.62	\$18.21	\$20.21	\$22.23	\$23.33	\$26.86	\$18.39	\$19.48
	10	\$16.32	\$17.11	\$17.80	\$18.40	\$20.42	\$22.46	\$23.57	\$27.14	\$18.56	\$19.66
	11	\$16.45	\$17.27	\$17.98	\$18.59	\$20.63	\$22.69	\$23.81	\$27.42	\$18.73	\$19.84
	12	\$16.58	\$17.43	\$18.16	\$18.78	\$20.84	\$22.92	\$24.05	\$27.70	\$18.90	\$20.02
	13	\$16.71	\$17.59	\$18.34	\$18.97	\$21.05	\$23.15	\$24.29	\$27.98	\$19.07	\$20.20
	14	\$16.84	\$17.75	\$18.52	\$19.16	\$21.26	\$23.38	\$24.53	\$28.26	\$19.24	\$20.38
	15	\$16.97	\$17.91	\$18.70	\$19.35	\$21.47	\$23.61	\$24.77	\$28.54	\$19.41	\$20.56
	16	\$17.10	\$18.07	\$18.88	\$19.54	\$21.68	\$23.84	\$25.01	\$28.82	\$19.58	\$20.74
	17	\$17.23	\$18.23	\$19.06	\$19.73	\$21.89	\$24.07	\$25.25	\$29.10	\$19.75	\$20.92
	18	\$17.36	\$18.39	\$19.24	\$19.92	\$22.10	\$24.30	\$25.49	\$29.38	\$19.92	\$21.10
	19	\$17.49	\$18.55	\$19.42	\$20.11	\$22.31	\$24.53	\$25.73	\$29.66	\$20.09	\$21.28
Midpoint	20	\$17.65	\$18.80	\$19.65	\$20.37	\$22.61	\$24.88	\$26.12	\$30.04	\$20.43	\$21.64

**Proposed Pay vs. Proposed Structure - Manual Trades**  
 Brownsville ISD



# Cost – Model 1 (placement scale 20 yrs)

2% GPI Teachers/Exempt/Nonexempt			Model 1
Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers and Librarians	\$3,224,879	\$22,853	\$3,247,732
Counselor	\$231,854	\$2,883	\$234,737
Professional Instructional Support	\$256,655	\$12,570	\$269,225
Administrator Educator	\$458,071	\$45,243	\$503,314
Administrator Business Management	\$117,475	\$40,827	\$158,302
Technology	\$47,741	\$12,426	\$60,167
Police	\$124,651	\$9,584	\$134,235
Clerical Administrative Support	\$382,944	\$1,540,401	\$1,923,345
Instructional Support	\$462,054	\$1,943,932	\$2,405,986
Auxiliary	\$798,675	\$2,914,520	\$3,713,195
<b>Total</b>	<b>\$6,104,999</b>	<b>\$6,545,239</b>	<b>\$12,650,238</b>
<b>% of Current Costs</b>	<b>2.1%</b>	<b>2.2%</b>	<b>4.3%</b>

# Cost – Model 2 (placement scale 20 yrs)

3% GPI Teachers & Exempt/2% GPI Nonexempt			Model 2
Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers and Librarians	\$4,837,561	\$22,853	\$4,860,414
Counselor	\$347,934	\$2,491	\$350,425
Professional Instructional Support	\$384,835	\$12,448	\$397,283
Administrator Educator	\$687,027	\$38,180	\$725,207
Administrator Business Management	\$176,219	\$35,132	\$211,351
Technology	\$58,895	\$12,426	\$71,321
Police	\$127,060	\$9,584	\$136,644
Clerical Administrative Support	\$382,944	\$1,540,401	\$1,923,345
Instructional Support	\$462,054	\$1,943,932	\$2,405,986
Auxiliary	\$798,675	\$2,914,520	\$3,713,195
<b>Total</b>	<b>\$8,263,204</b>	<b>\$6,531,967</b>	<b>\$14,795,171</b>
<b>% of Current Costs</b>	<b>2.8%</b>	<b>2.2%</b>	<b>5.0%</b>

# Cost – Model 3 (placement scale 20 yrs)

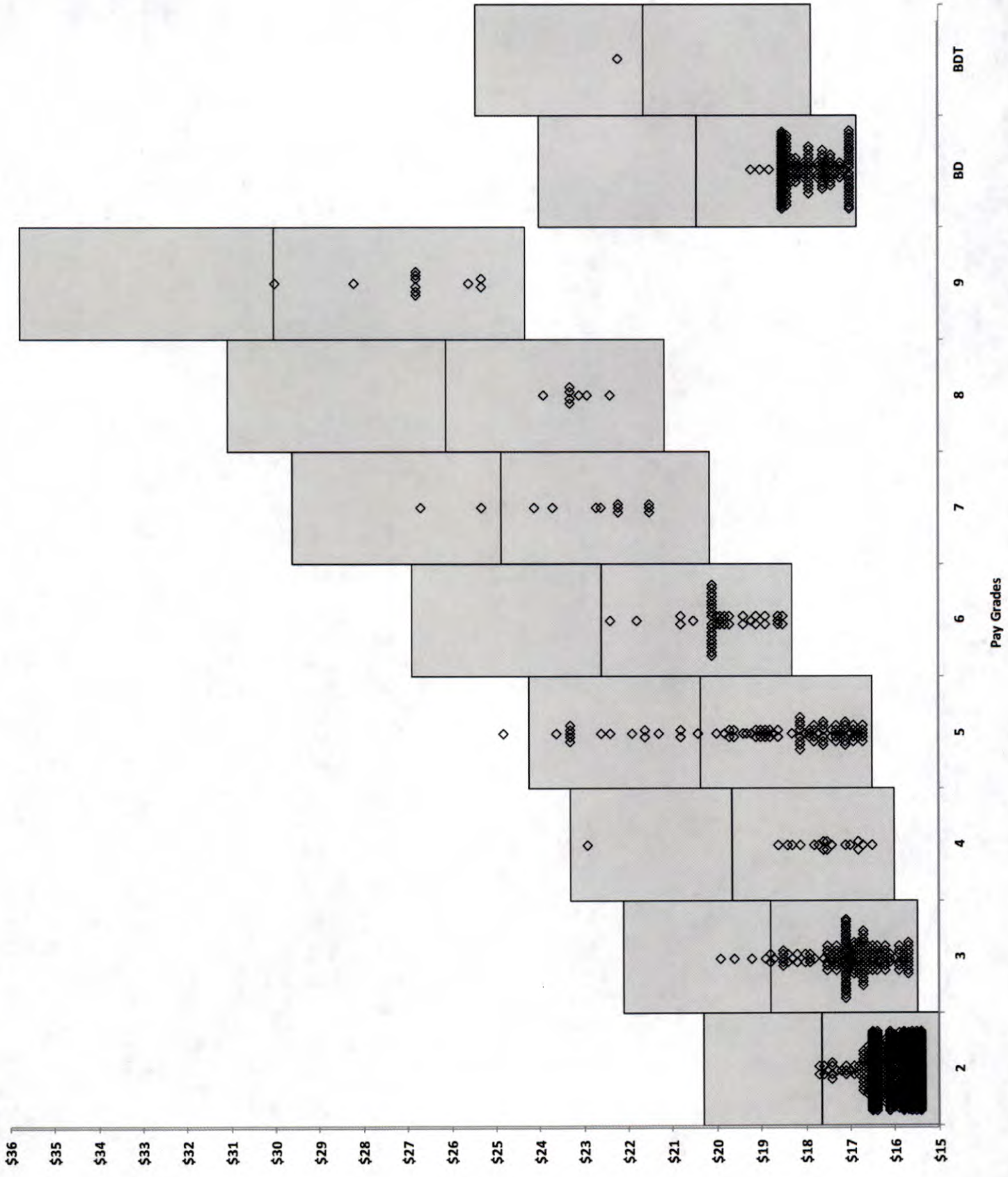
4% GPI Teachers & Exempt/2% GPI Nonexempt			Model 3
Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers and Librarians	\$6,718,610	\$22,853	\$6,741,463
Counselor	\$463,707	\$2,523	\$466,230
Professional Instructional Support	\$513,094	\$13,297	\$526,391
Administrator Educator	\$916,000	\$35,394	\$951,394
Administrator Business Management	\$234,921	\$29,437	\$264,358
Technology	\$70,039	\$12,426	\$82,465
Police	\$129,469	\$9,584	\$139,053
Clerical Administrative Support	\$382,944	\$1,540,401	\$1,923,345
Instructional Support	\$462,054	\$1,943,932	\$2,405,986
Auxiliary	\$798,675	\$2,914,520	\$3,713,195
<b>Total</b>	<b>\$10,689,513</b>	<b>\$6,524,367</b>	<b>\$17,213,880</b>
<b>% of Current Costs</b>	<b>3.6%</b>	<b>2.2%</b>	<b>5.8%</b>

# Placement Scale – Auxiliary (multi-year)

Range Position	2023-2024 Total Exp	Pay Grades									
		2	3	4	5	6	7	8	9	BD	BDT
Minimum	0	\$15.00	\$15.50	\$16.00	\$16.50	\$18.31	\$20.15	\$21.16	\$24.33	\$16.85	\$17.85
	1	\$15.08	\$15.58	\$16.08	\$16.58	\$18.40	\$20.25	\$21.27	\$24.45	\$16.93	\$17.94
	2	\$15.15	\$15.66	\$16.16	\$16.67	\$18.49	\$20.35	\$21.37	\$24.57	\$17.02	\$18.03
	3	\$15.23	\$15.73	\$16.24	\$16.75	\$18.58	\$20.45	\$21.48	\$24.69	\$17.10	\$18.12
	4	\$15.30	\$15.81	\$16.32	\$16.83	\$18.68	\$20.55	\$21.58	\$24.82	\$17.19	\$18.21
	5	\$15.38	\$15.89	\$16.40	\$16.91	\$18.77	\$20.65	\$21.69	\$24.94	\$17.27	\$18.30
	6	\$15.45	\$15.97	\$16.48	\$17.00	\$18.86	\$20.75	\$21.79	\$25.06	\$17.36	\$18.39
	7	\$15.53	\$16.04	\$16.56	\$17.08	\$18.95	\$20.86	\$21.90	\$25.18	\$17.44	\$18.47
	8	\$15.60	\$16.12	\$16.64	\$17.16	\$19.04	\$20.96	\$22.01	\$25.30	\$17.52	\$18.56
	9	\$15.68	\$16.20	\$16.72	\$17.24	\$19.13	\$21.06	\$22.11	\$25.42	\$17.61	\$18.65
	10	\$15.75	\$16.28	\$16.80	\$17.33	\$19.23	\$21.16	\$22.22	\$25.55	\$17.69	\$18.74
	11	\$15.83	\$16.35	\$16.88	\$17.41	\$19.32	\$21.26	\$22.32	\$25.67	\$17.78	\$18.83
	12	\$15.90	\$16.43	\$16.96	\$17.49	\$19.41	\$21.36	\$22.43	\$25.79	\$17.86	\$18.92
	13	\$15.98	\$16.51	\$17.04	\$17.57	\$19.50	\$21.46	\$22.54	\$25.91	\$17.95	\$19.01
	14	\$16.05	\$16.59	\$17.12	\$17.66	\$19.59	\$21.56	\$22.64	\$26.03	\$18.03	\$19.10
	15	\$16.13	\$16.66	\$17.20	\$17.74	\$19.68	\$21.66	\$22.75	\$26.15	\$18.11	\$19.19
	16	\$16.20	\$16.74	\$17.28	\$17.82	\$19.77	\$21.76	\$22.85	\$26.28	\$18.20	\$19.28
	17	\$16.28	\$16.82	\$17.36	\$17.90	\$19.87	\$21.86	\$22.96	\$26.40	\$18.28	\$19.37
	18	\$16.35	\$16.90	\$17.44	\$17.99	\$19.96	\$21.96	\$23.06	\$26.52	\$18.37	\$19.46
	19	\$16.43	\$16.97	\$17.52	\$18.07	\$20.05	\$22.06	\$23.17	\$26.64	\$18.45	\$19.55
20	\$16.50	\$17.05	\$17.60	\$18.15	\$20.14	\$22.17	\$23.28	\$26.76	\$18.54	\$19.64	
Midpoint	20	\$17.65	\$18.80	\$19.65	\$20.37	\$22.61	\$24.88	\$26.12	\$30.04	\$20.43	\$21.64



**Proposed Pay vs. Proposed Structure - Auxiliary**  
 Brownsville ISD



# Cost – Model 1 (multi-year)

2% GPI Teachers/Exempt/Nonexempt			Model 1
Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers and Librarians	\$3,224,879	\$22,853	\$3,247,732
Counselor	\$231,854	\$2,883	\$234,737
Professional Instructional Support	\$256,655	\$12,570	\$269,225
Administrator Educator	\$458,071	\$45,243	\$503,314
Administrator Business Management	\$117,954	\$66,535	\$184,489
Technology	\$47,741	\$9,609	\$57,350
Police	\$129,871	\$76,077	\$205,948
Clerical Administrative Support	\$382,944	\$460,228	\$843,172
Instructional Support	\$462,054	\$875,007	\$1,337,061
Auxiliary	\$798,675	\$1,168,744	\$1,967,419
<b>Total</b>	<b>\$6,110,698</b>	<b>\$2,739,749</b>	<b>\$8,850,447</b>
<b>% of Current Costs</b>	<b>2.1%</b>	<b>0.9%</b>	<b>3.0%</b>

# Cost – Model 2 (multi-year)

3% GPI Teachers & Exempt/2% GPI Nonexempt			Model 2
Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers and Librarians	\$4,837,561	\$22,853	\$4,860,414
Counselor	\$347,934	\$2,491	\$350,425
Professional Instructional Support	\$384,835	\$12,448	\$397,283
Administrator Educator	\$687,027	\$38,180	\$725,207
Administrator Business Management	\$176,937	\$57,628	\$234,565
Technology	\$58,895	\$7,460	\$66,355
Police	\$132,280	\$75,335	\$207,615
Clerical Administrative Support	\$382,944	\$460,228	\$843,172
Instructional Support	\$462,054	\$875,007	\$1,337,061
Auxiliary	\$798,675	\$1,168,744	\$1,967,419
<b>Total</b>	<b>\$8,269,142</b>	<b>\$2,720,374</b>	<b>\$10,989,516</b>
<b>% of Current Costs</b>	<b>2.8%</b>	<b>0.9%</b>	<b>3.7%</b>

# Cost – Model 3 (multi-year)

4% GPI Teachers & Exempt/2% GPI Nonexempt			Model 3
Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers and Librarians	\$6,718,610	\$22,853	\$6,741,463
Counselor	\$463,707	\$2,523	\$466,230
Professional Instructional Support	\$513,094	\$13,297	\$526,391
Administrator Educator	\$916,000	\$35,394	\$951,394
Administrator Business Management	\$235,883	\$50,267	\$286,150
Technology	\$70,039	\$5,903	\$75,942
Police	\$134,689	\$74,625	\$209,314
Clerical Administrative Support	\$382,944	\$460,228	\$843,172
Instructional Support	\$462,054	\$875,007	\$1,337,061
Auxiliary	\$798,675	\$1,168,744	\$1,967,419
<b>Total</b>	<b>\$10,695,695</b>	<b>\$2,708,841</b>	<b>\$13,404,536</b>
<b>% of Current Costs</b>	<b>3.6%</b>	<b>0.9%</b>	<b>4.6%</b>

# Cost Model Comparison

	2% GPI	3%/2% GPI	4%/2% GPI
Placement Scale Adjustments – 15 years to midpoint	\$13,726,757	\$15,872,630	\$18,291,339
Placement Scale Adjustments – 20 years to midpoint	\$12,650,238	\$14,795,171	\$17,213,880
.5% above minimum for experience to 20 years (multi-year)	\$8,850,447	\$10,989,516	\$13,404,536

