



Board Update

TASB Salary Study- Keeps us Competitive and Balanced as We Work to Maintain Our “Superior Achievement” FIRST Rating

It was evident soon after I arrived in Beeville the desire of the board and community that Beeville ISD needs to remain competitive with salaries so that we attract and retain quality employees. At the same time there was a need to make sure that our salaries are balanced so that industry standards for salaries based on the service provided remain in line so that no one area (teacher, assistant, food service, administration, etc.) gets too far out of line. We worked with TASB (Texas Association of School Boards) to help us develop a pay system that is efficient and competitive related to the skills of employees comparable to similar positions in the South Texas area.

Mr. Rodriguez and staff worked very hard along with the campuses to provide information so that TASB could make accurate comparisons to similar positions in 12 other districts in our area. A major part of this system will help us make sure that we do not have certain positions that are paid too high or too low when compared to similar positions in the area. This would require that we accelerate compensation for some employees and governor compensations for other areas. We feel that over the long term the TASB system will allow us to build more trust in our district. Recall that approximately 80% of our budget is dedicated to salaries.

The challenge was to:

- Adjust/balance our system for those that are ahead or behind in salary when compared to the sample of salaries from our area;
- Make sure everyone gets a raise;
- Stay within our budget

As we progress to this system the change may be difficult for some depending on where they fall in relation to adjustments that need to be made. However, once we bring all individuals in line with the pay grades defined by the South Texas group, the system should be easier to maintain and explain.

Simultaneous to adjusting our system to the TASB salary recommendations we continue to maintain a superior rating in the Financial Integrity Rating System of Texas (FIRST). We will be sharing this success in a public hearing just prior to our regular board meeting on Tuesday, October 18, 2005. Linda O'Connell will be explaining the criteria for FIRST and sharing our results. I often share that we deal with two incredibly important resources on behalf of our stakeholders--their children and their money. We need to continuously be looking for ways to improve our stewardship in both areas.

The superior rating we received from the State of Texas reveals not just effective management for one year but ongoing leadership by the board and administration to monitor our finances. Staff including our business office, personnel office, principals, and directors have done a very good job of being efficient in the use of public funds. We take seriously our obligation to "mind the store" which is Beeville ISD as we simultaneously look for new ways to increase learner performance.

I am indebted to my father for living, but to my teacher for living well.
Alexander of Macedon