



## **ALEDO ISD BOARD MEETING TEMPLATE**

**MEETING DATE:** April 19, 2022

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

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

**BACKGROUND INFORMATION:**

- In the fall of 2021, the District contracted with Texas Association of School Boards (TASB) HR Services to conduct their annual maintenance review of our employee pay systems in order to compare Aledo ISD with our market. Our market was defined as thirteen (13) selected school districts that are either near us and we often compete with for staff, or districts that are similar in size and/or demographics.
- In order to provide for relevant, year-to-year comparisons, the same thirteen (13) school districts used for the 2020-2021 pay systems review were also used for the 2021-2022 review.
- Zach Hobbs, HR Consultant with TASB HR Services, will share the results of the pay systems review with the Board of Trustees this evening and explain the project activities, data sources, market comparisons, etc.

**FISCAL INFORMATION:**

None - Informational Report

**ATTACHMENT(S):**

TASB Pay Systems Review Report

**ADMINISTRATIVE RECOMMENDATION:**

None - Informational Report



# Aledo ISD Pay System Review

Zachary Hobbs, TASB HR Services

April 19, 2022



*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*



# TASB Pay Study Process

## Data Collection

Pay data & processes

Kick-off discussions



## Market Pay Review

Gather market data

Match common jobs



## Build Models for Improvement

Align pay structures

Adjust employee pay



# Pay System Objectives

- **Recruit Employees**

- Competitive entry rates
- Competitive pay for experienced new hires

- **Pay for Job Value**

- Prevent overpayment or underpayment

- **Retain Employees**

- Advance pay to market rates
- Market-competitive pay increases

- **Control Costs**

- Salary plan and increases driven by budget



# Market Districts

District	Enrollment	Teachers	Exempt and Nonexempt
<b>Aledo ISD</b>	<b>6,679</b>		
Azle ISD	6,855	X	X
Burleson ISD	12,425	X	
Carroll ISD	8,371	X	X
Castleberry ISD	3,616	X	X
Cleburne ISD	7,086	X	X
Eagle Mountain-Saginaw ISD	21,155	X	X*
Fort Worth ISD	72,257	X	X*
Granbury ISD	7,447	X	X
Joshua ISD	5,472	X	X
Keller ISD	34,279	X	X*
Northwest ISD	27,448	X	X*
Weatherford ISD	8,047	X	X
White Settlement ISD	7,024	X	X

\* Directors and above may be excluded from comparison due to size of district.



## Other Fort Worth Area Market Sources

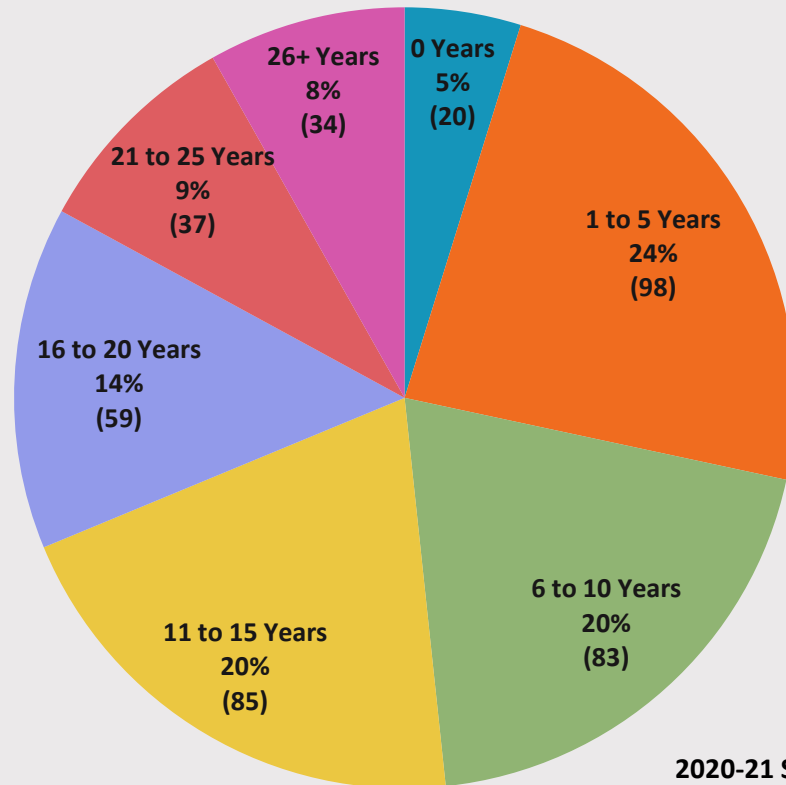
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- Economic Research Institute
- CompAnalyst

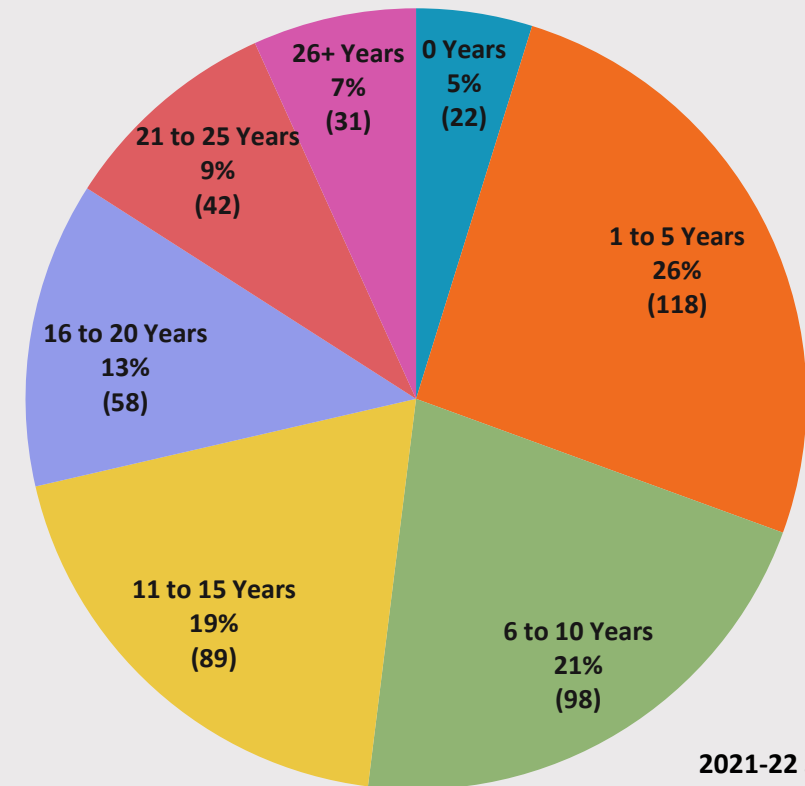


# Teachers – Demographics

## Experience of Current Teachers and Librarians



2020-21 School Year  
416 Teachers and Librarians

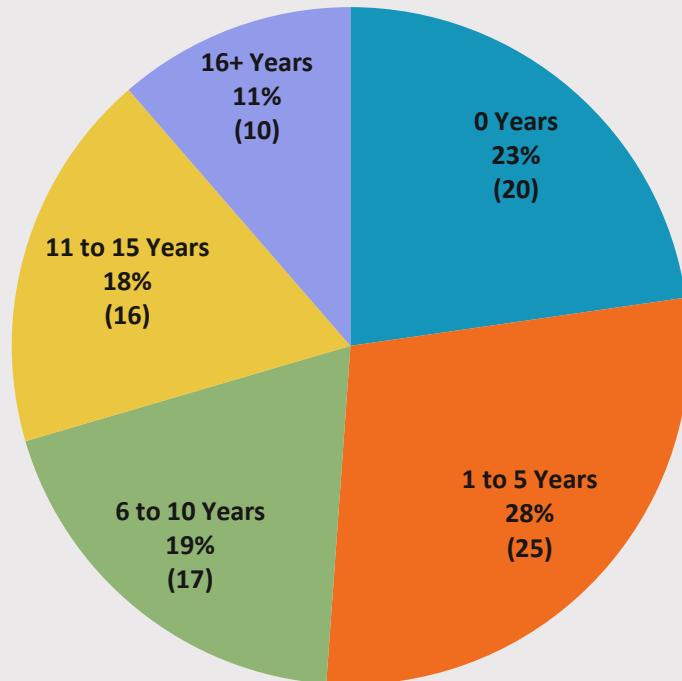


2021-22 School Year  
458 Teachers and Librarians

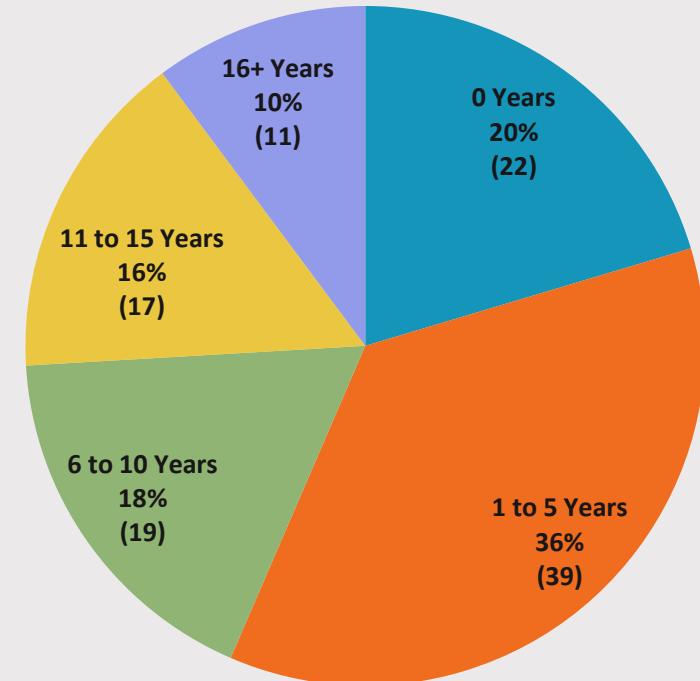


# Teachers – Demographics

## Experience of Newly Hired Teachers and Librarians



88 Teachers and Librarians with 0 years of local experience in 2020-21

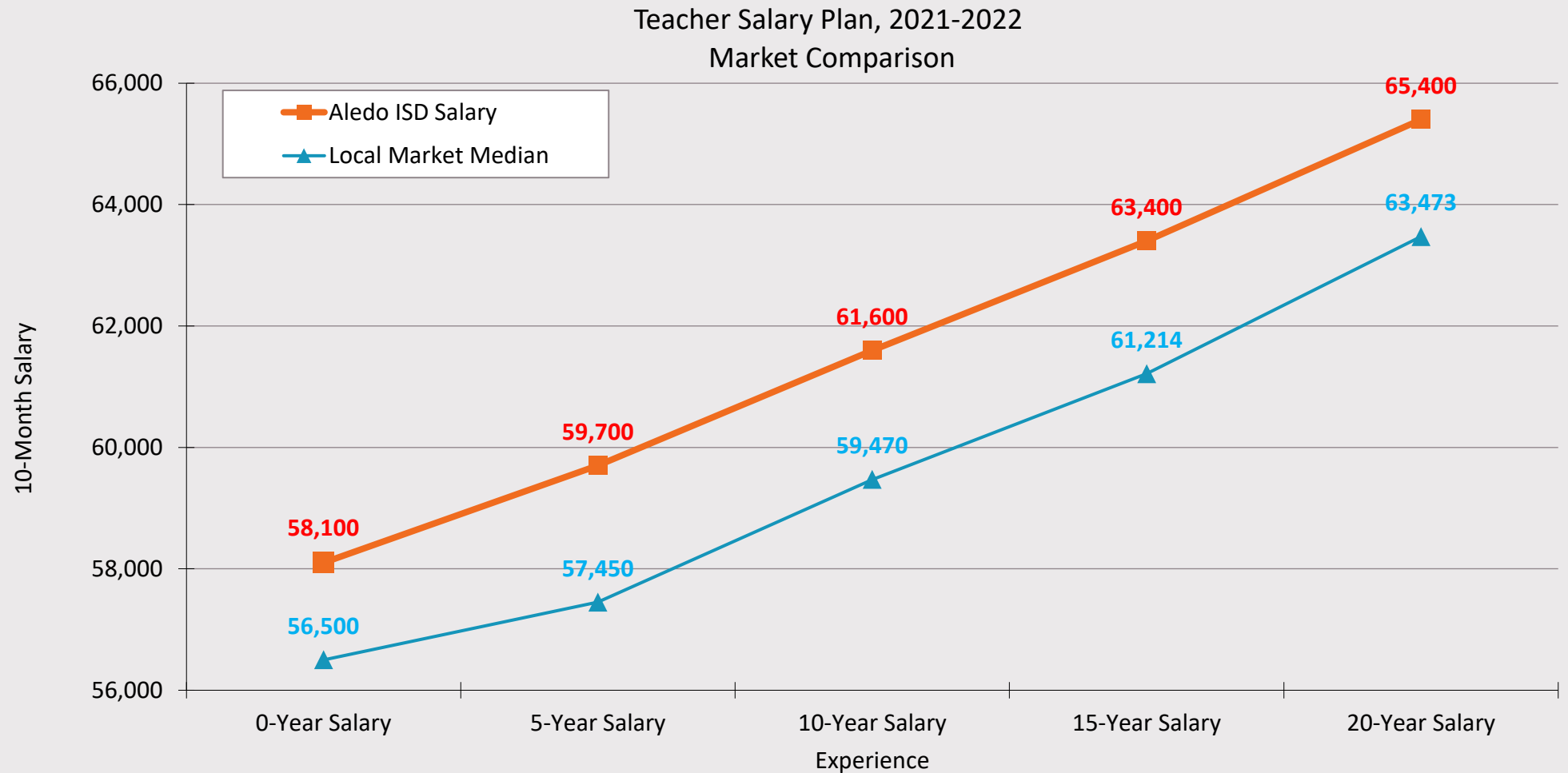


108 Teachers and Librarians with 0 years of local experience in 2021-22





# Teachers – Market Graph





# Teachers – Market Salaries

	0 - Years	5 - Years	10 - Years	15 - Years	20 - Years	Average Salary
<b>Aledo ISD Salary</b>	\$58,100	\$59,700	\$61,600	\$63,400	\$65,400	\$62,000
<b>Local Market Median</b>	\$56,500	\$57,450	\$59,470	\$61,214	\$63,473	\$60,373
<b>% Difference from Market</b>	103%	104%	104%	104%	103%	103%
<b>Difference from Market</b>	\$1,600	\$2,250	\$2,130	\$2,186	\$1,927	\$1,627



# Teachers – Market Stipends

Stipend	Aledo ISD	Median Stipend	Districts Reporting
General Master's Degree	\$1,000	\$1,000	12 of 12
Secondary Math	--	\$2,400	2 of 12
Secondary Science	--	\$2,400	2 of 12
Special Education Self-Contained	--	\$1,500	3 of 12



# Other Pay Groups – Market Salaries

Pay Group	Employee Pay to Market	Pay Grade Midpoint to Market	Pay Grade Minimum to Market	Number of Benchmarks
Central Administration (local)	95%	95%	--	16
Central Administration (statewide)	104%	104%	--	16
Campus Administration	100%	103%	--	7
Professional	102%	103%	--	19
Clerical/Paraprofessional	103%	103%	103%	22
Auxiliary	104%	102%	104%	15



# Specific Jobs - Market Salaries

Job Title	Employee Pay to Market	Pay Grade Midpoint to Market	Pay Grade Minimum to Market
Teacher Aide	101%	106%	105%
Special Education Aide	113%	120%	111%
Special Education Aide, Special Needs	113%	121%	119%
Child Nutrition Specialist	109%	120%	114%
Bus Driver	110%	111%	117%



# Recommendation 1

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Adopt proposed pay structure with adjustments

- Strong starting salaries
- Midpoints competitive with market



## Recommendation 2

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

- Model 1: 2% for all job groups
- Model 2: 3% for all job groups
- For teacher structure, 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 3

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Provide adjustments to address market differences and maintain equity

- Bring to 1% above minimum
- Teacher pay equity adjustments
- Placement scale adjustments





# Cost – Model 1 (2.0%)

## Model 1:

Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers	\$548,065	\$2,425	\$550,490
Administrative/Professional	\$211,697	\$27,980	\$239,677
Clerical/Technical	\$66,588	\$11,445	\$78,033
Auxiliary	\$74,476	\$10,119	\$84,595
Total	\$900,826	\$51,969	\$952,795
% of Current Costs	2.0%	0.1%	2.1%



# Cost – Model 2 (3.0%)

## Model 2:

Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers	\$822,138	\$2,424	\$824,562
Administrative/Professional	\$317,547	\$26,664	\$344,211
Clerical/Technical	\$100,369	\$7,141	\$107,510
Auxiliary	\$111,515	\$4,925	\$116,440
Total	\$1,351,569	\$41,154	\$1,392,723
% of Current Costs	3.0%	0.1%	3.1%

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