

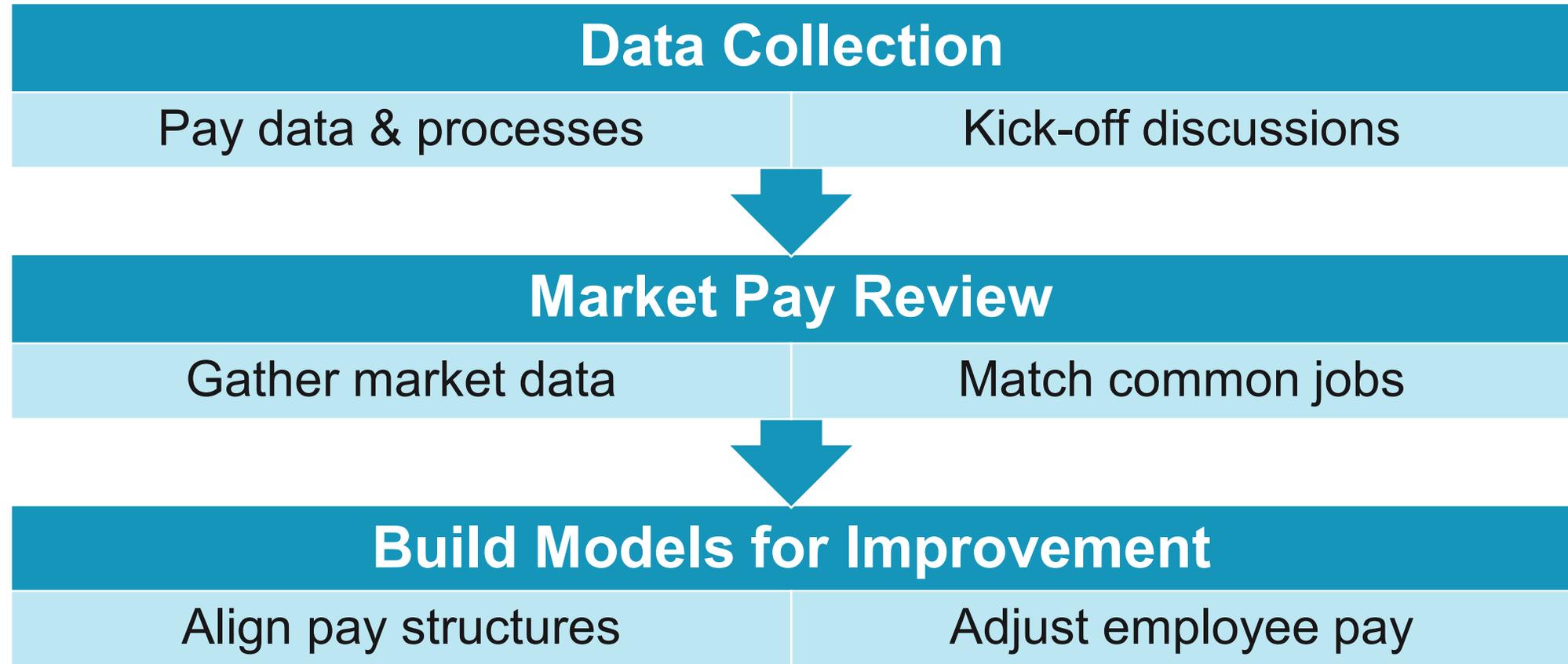
Spring Branch ISD

Pay Systems Review



Amy Campbell – Director, HR Services
May 12, 2025

TASB Pay Study Process



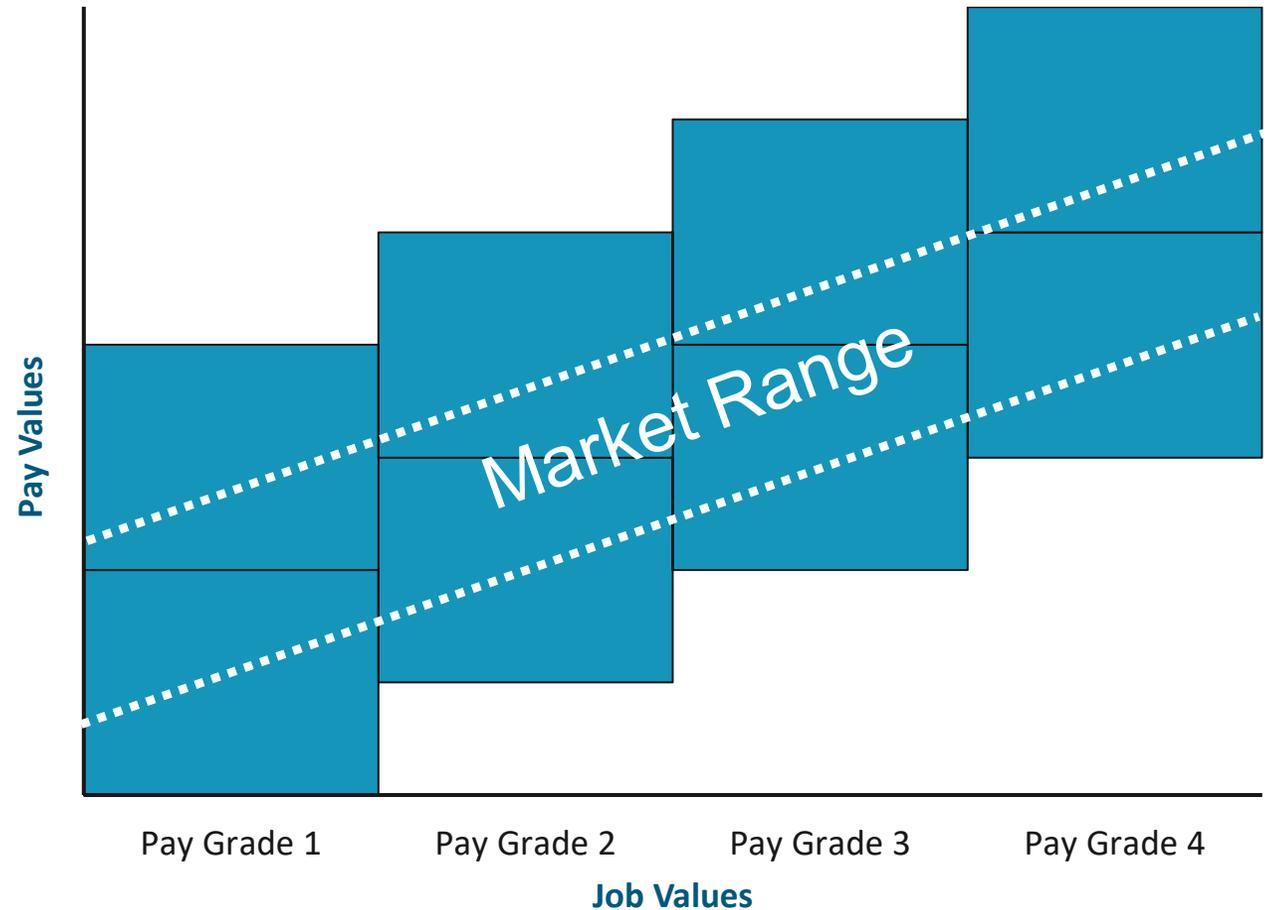
Pay System Controls

Pay Range Control Points

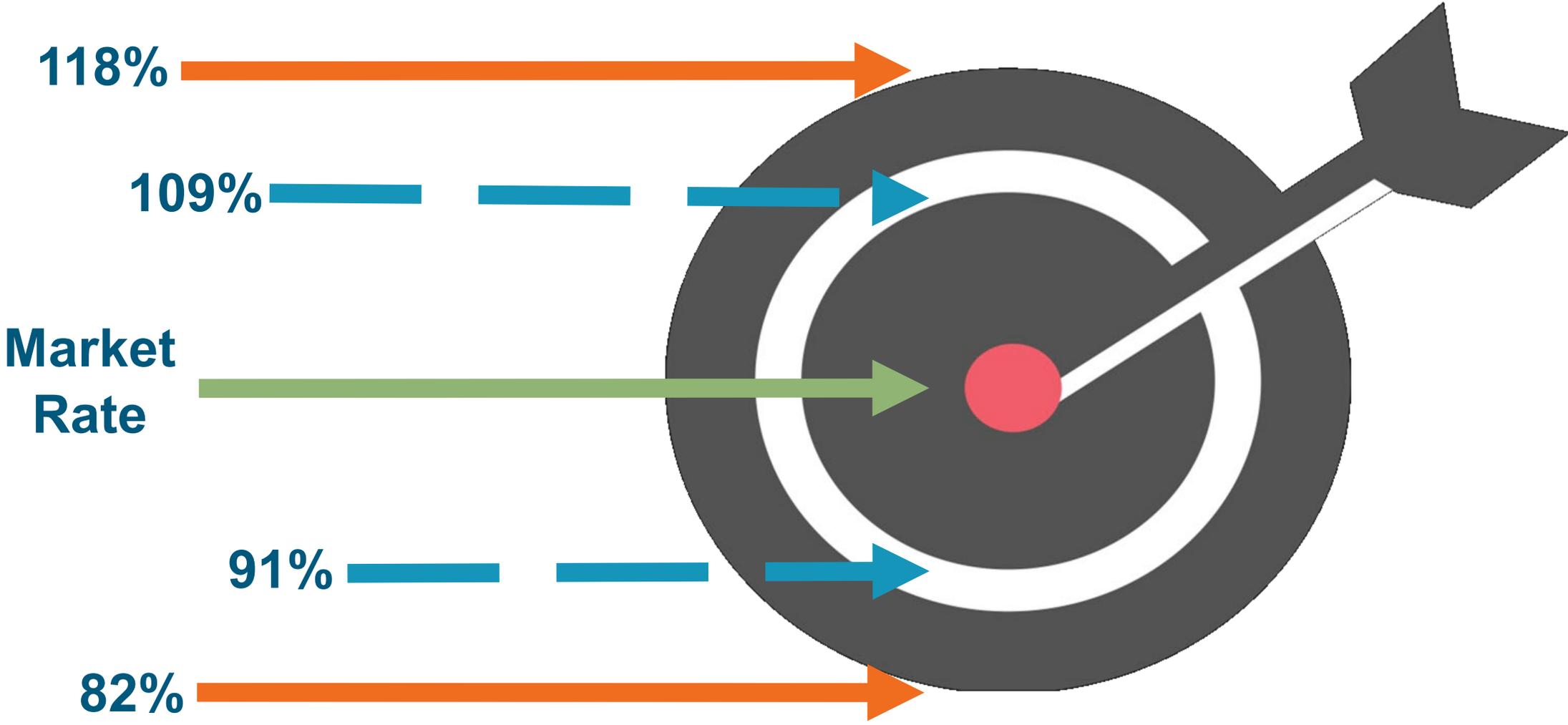
Maximum Rates —
maximum pay for job value

Midpoint Rates —
market target pay for job value

Minimum Rates —
lowest pay for job value



Market Pay Strategy



Market Districts

Other Houston metro area market sources:

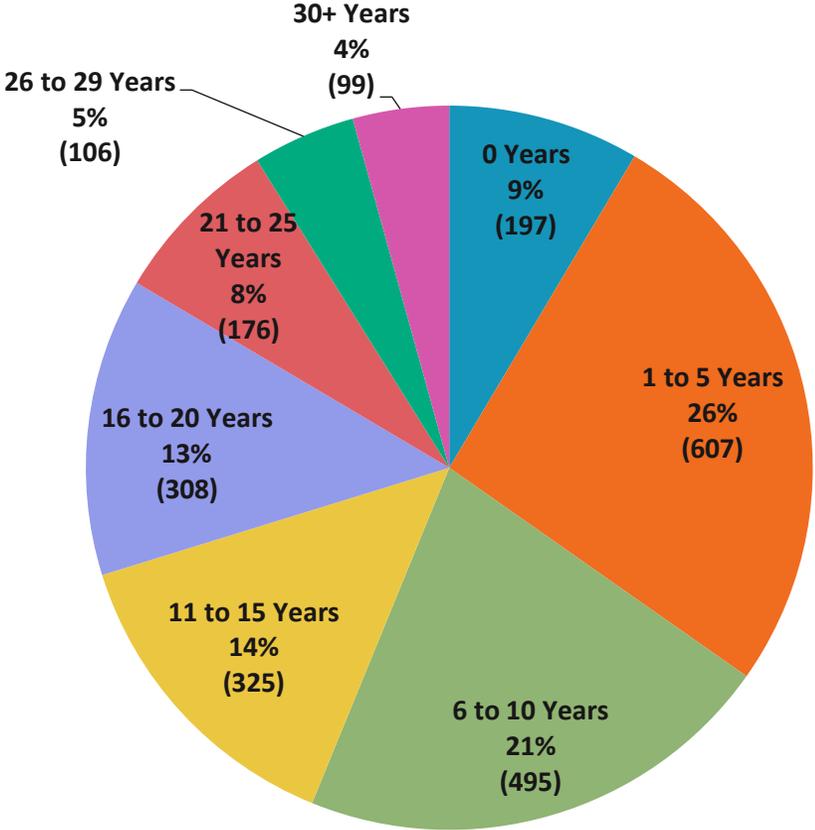
- CompAnalyst
- Payfactors by Payscale

*Very large districts excluded for central office admin positions

	District	ESC Region	Student Enrollment	Number of FTE	UIL Class	Teacher, Exempt, Nonexempt	Stipends
1	Aldine ISD	04	58,074	9,424	6A	X	X
2	Alief ISD	04	38,482	6,254	6A	X	X
3	Clear Creek ISD	04	40,693	5,261	6A	X	X
4	Conroe ISD	06	70,783	8,910	6A	X	X
5	Cypress-Fairbanks ISD	04	118,010	18,012	6A	X	X
6	Fort Bend ISD	04	79,270	10,843	6A	X	X
7	Galena Park ISD	04	21,392	3,313	6A	X	X
8	Goose Creek CISD	04	24,048	3,937	5A	X	X
9	Houston ISD	04	189,934	24,451	4A	X	X
10	Humble ISD	04	48,758	6,273	6A	X	X
11	Katy ISD	04	95,401	12,312	6A	X	X
12	Klein ISD	04	53,712	7,542	6A	X	X
13	Lamar CISD	04	42,461	4,656	5A	X	X
14	Pasadena ISD	04	48,726	8,110	6A	X	X
15	Pearland ISD	04	20,807	2,675	6A	X	X
16	Spring ISD	04	34,114	5,048	6A	X	X
17	Tomball ISD	04	22,969	3,042	6A	X	X
	Spring Branch ISD	04	32,499	4,810	6A	17	16

Teachers – Demographics (2024-25)

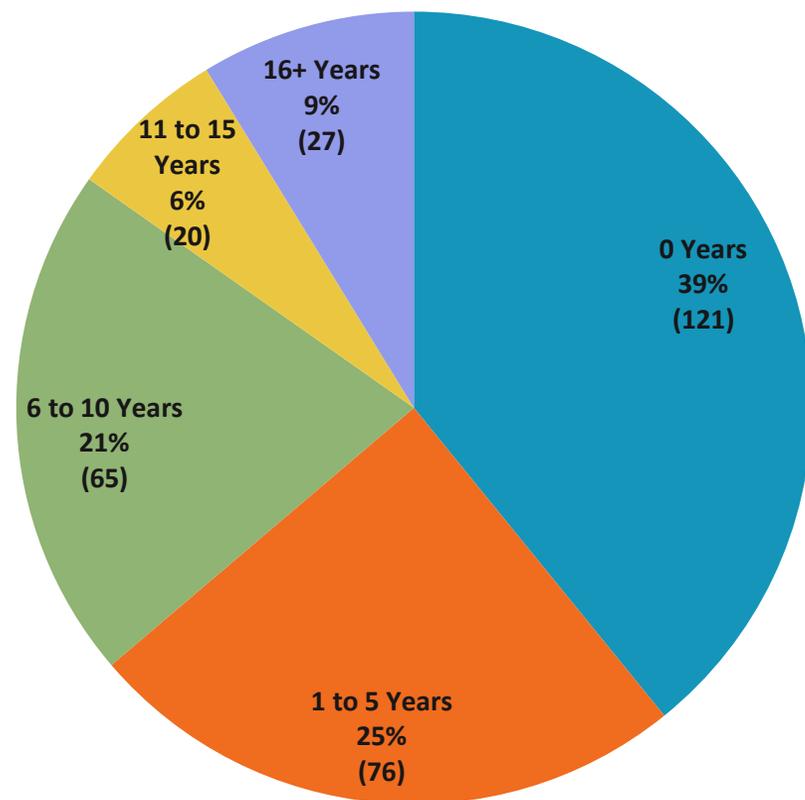
Experience of Current Teachers



2,313 Teachers

Teachers – Demographics (2023-24)

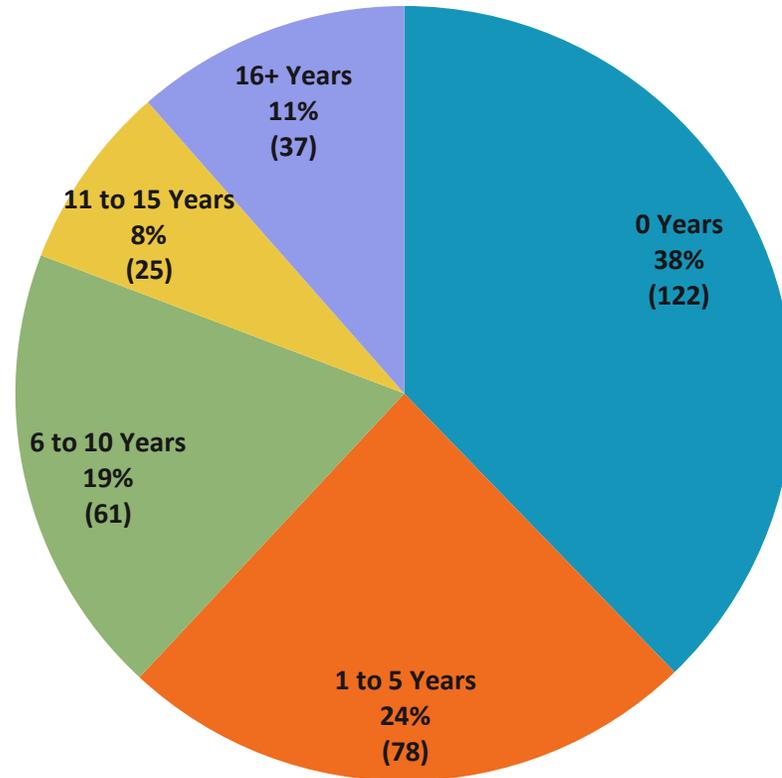
Experience of Newly Hired Teachers



309 Teachers
with 0 years of local experience in 2023-2024

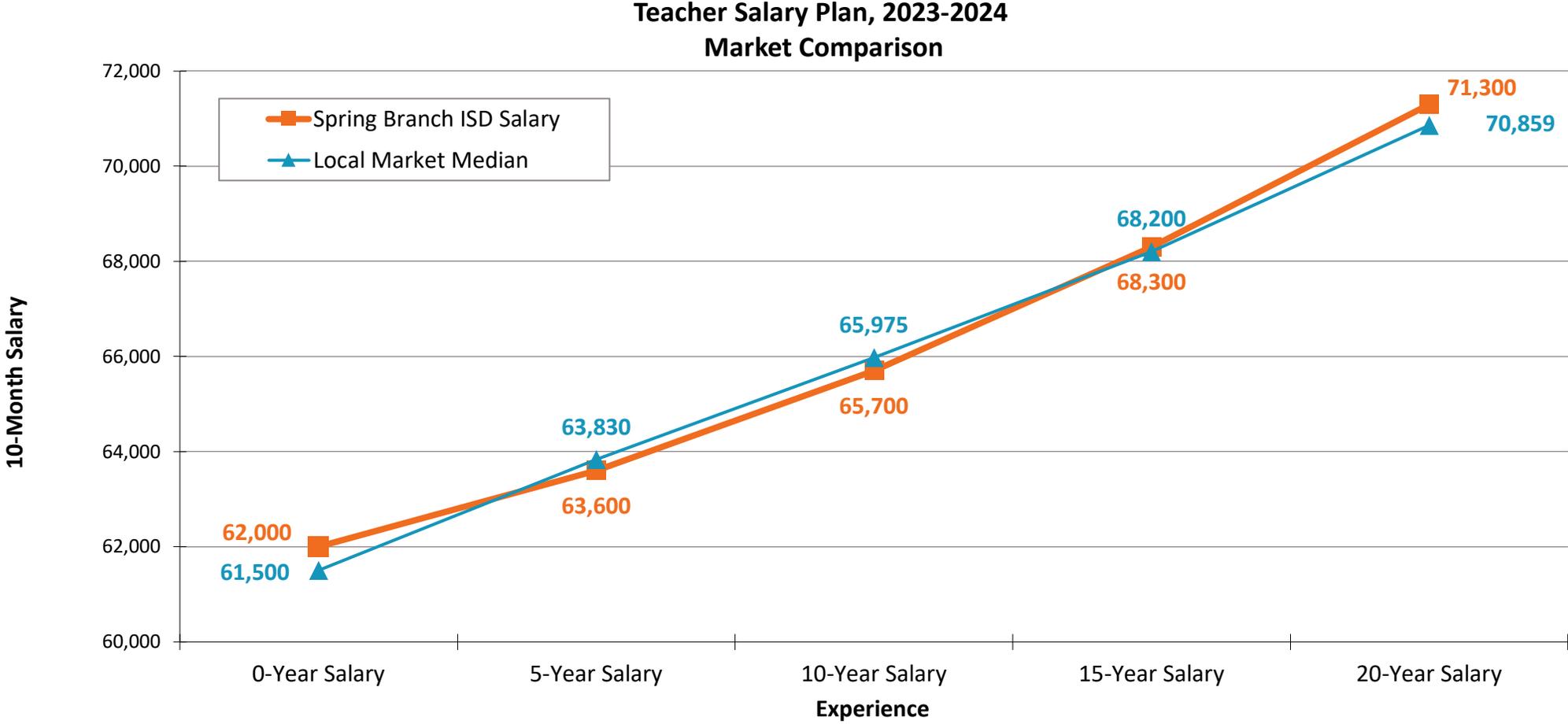
Teachers – Demographics (2024-25)

Experience of Newly Hired Teachers

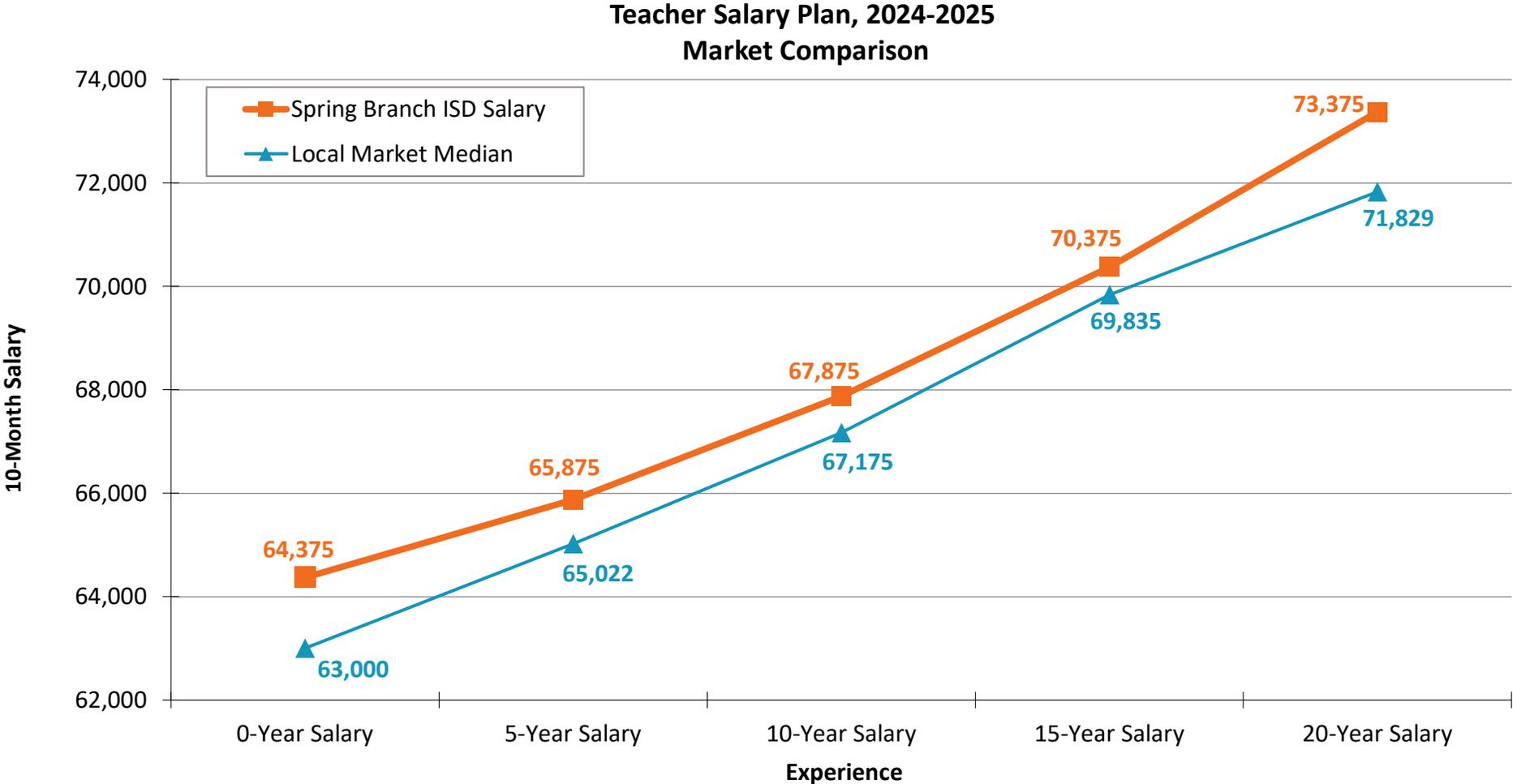


323 Teachers
with 0 years of local experience in 2024-2025

Teachers – Market Graph (2023-24)



Teachers – Market Graph (2024-25)



Teachers – Market Salaries (2023-24)

	0 - Years	5 - Years	10 - Years	15 - Years	20 - Years	Average Salary
Spring Branch ISD Salary	\$62,000	\$63,600	\$65,700	\$68,300	\$71,300	\$66,166
Local Market Median	\$61,500	\$63,830	\$65,975	\$68,200	\$70,859	\$66,696
Percent of Market	101%	100%	100%	100%	101%	99%
Difference from Market	\$500	(\$230)	(\$275)	\$100	\$441	(\$530)

Teachers – Market Salaries (2024-25)

	0 - Years	5 - Years	10 - Years	15 - Years	20 - Years	Average Salary
Spring Branch ISD Salary	\$64,375	\$65,875	\$67,875	\$70,375	\$73,375	\$68,857
Local Market Median	\$63,000	\$65,022	\$67,175	\$69,835	\$71,829	\$67,954
Percent of Market	102%	101%	101%	101%	102%	101%
Difference from Market	\$1,375	\$853	\$700	\$540	\$1,546	\$903

Teachers – Market Stipends

Stipend	Spring Branch ISD	Median Stipend	Districts Reporting
Master's Degree – General	\$1,000	\$1,000	16 of 17
Secondary Math	\$3,000	\$3,000	9 of 17
Secondary Science	\$3,000	\$3,000	9 of 17
Special Education – General/Resource	\$3,000	\$1,750	10 of 17
Special Education – High Needs	\$3,000	\$2,000	17 of 17
Bilingual	\$5,000	\$4,500	17 of 17

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	105%	107%	--	32
Campus Administration	105%	107%	--	7
Professional	103%	109%	--	31
Technology	98%	91%	--	17
Clerical/Paraprofessional	99%	100%	98%	19
Instructional Support	95%	100%	96%	10
Auxiliary	97%	98%	97%	32

Recommendation 1

Implement pay structure adjustments to align with market

- Improved starting salaries
- Midpoints aligned with market

Recommendation 2

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

- Model 1: 1% for all job groups
- Model 2: 2% 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

Provide adjustments to address market differences and maintain equity

- Increase to 1 percent above minimum
- Strategic adjustments
- Teacher pay equity adjustments
- Placement scale adjustments

Cost – Model 1 (1.0%)

Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers	\$1,586,621	\$6,492	\$1,593,113
Administrative Professional	\$655,958	\$89,333	\$745,291
Technology	\$47,336	\$15,179	\$62,515
Paraprofessional/Admin Support	\$254,994	\$211,955	\$466,949
Auxiliary	\$259,604	\$498,701	\$749,305
Total	\$2,804,513	\$812,660	\$3,617,173
% of Current Costs	1.0%	0.3%	1.3%

Cost – Model 2 (2.0%)

Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers	\$3,060,328	\$1,078	\$3,061,406
Administrative Professional	\$1,311,615	\$61,654	\$1,373,269
Technology	\$94,899	\$7,876	\$102,775
Paraprofessional/Admin Support	\$509,575	\$147,167	\$656,742
Auxiliary	\$520,105	\$376,595	\$896,700
Total	\$5,496,522	\$594,370	\$6,090,892
% of Current Costs	2.0%	0.2%	2.3%

Next Steps

- Extracurricular duty stipend review is in progress
- Track and prepare for legislative action that may require compensation adjustments

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