

# Brownsville ISD

## Pay System Maintenance

### Fixing Pay Compression and Next Steps

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Luz Cadena

February 16, 2023



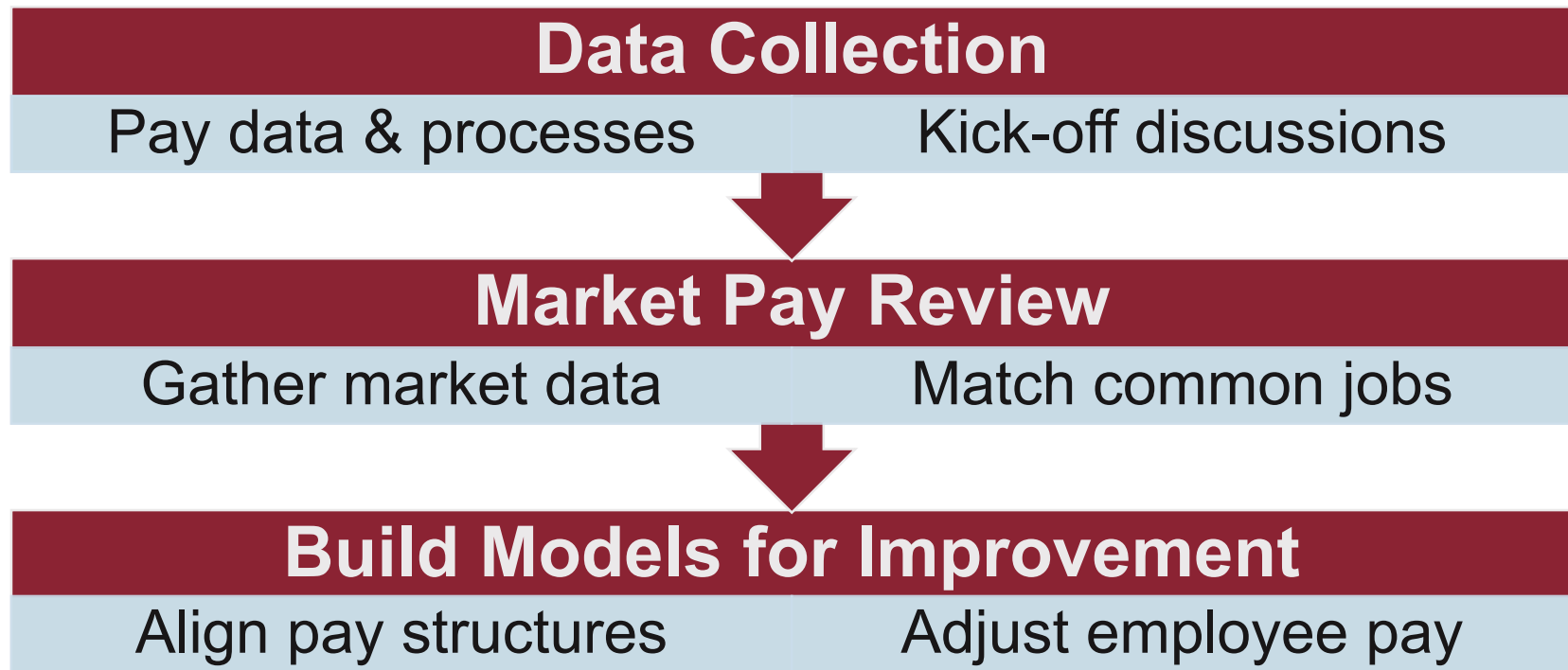
HR Services

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# TASB Pay Study Process

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# Market Districts

	District	ESC Region	Student Enrollment	Number of FTE	Teacher, Exempt, Nonexempt
1	Donna ISD	01	12,768	2,246	X
2	Edinburg CISD	01	32,078	4,747	**
3	Harlingen CISD	01	17,037	2,696	X
4	La Joya ISD	01	24,163	4,153	X
5	Laredo ISD	01	19,757	3,934	X
6	Los Fresnos CISD	01	10,462	1,789	X
7	McAllen ISD	01	20,158	3,363	X
8	Mission CISD	01	13,990	2,321	X
9	North East ISD	20	59,830	8,208	X
10	Pharr-San Juan-Alamo ISD	01	31,229	4,661	**
11	San Antonio ISD	20	44,710	7,233	**
12	San Benito CISD	01	9,140	1,639	X
13	Sharyland ISD	01	9,665	1,359	X
14	United ISD	01	41,192	6,211	X
15	Weslaco ISD	01	15,639	2,214	X
<b>Brownsville ISD</b>		<b>01</b>	<b>37,851</b>	<b>6,053</b>	<b>15</b>

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

# Other Local Metro Area Market Sources

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- Economic Research Institute
- CompAnalyst

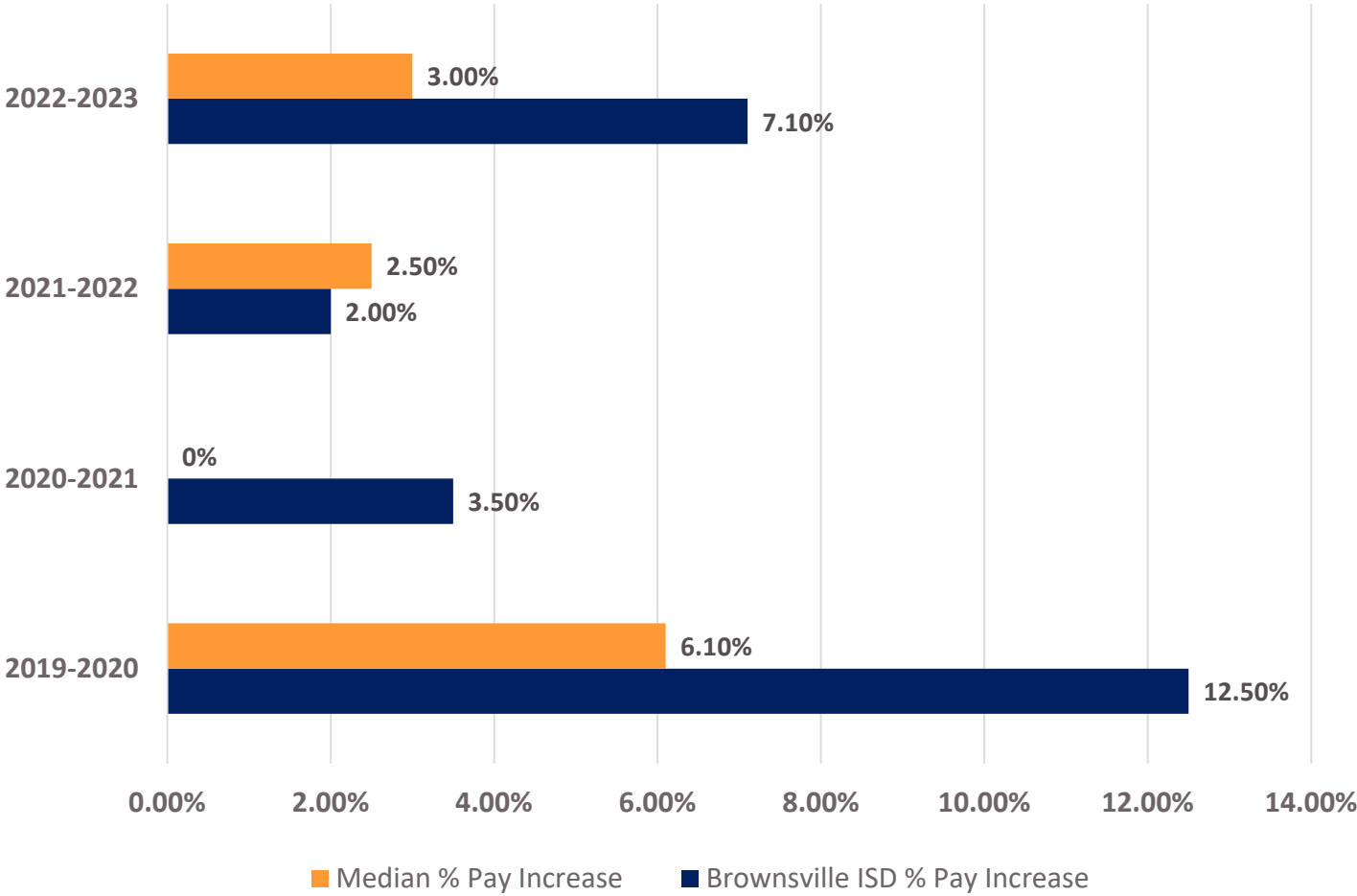
# Pay Increase Summary for 2022-23

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- \$4,000 increase to teachers and related professional instructional support staff
- Starting teacher salary increased 9.3% (\$48,500-\$53,000)
- Adjustments to teacher hiring schedule
- 2% midpoint increase to non-teachers
- \$1.00 increase and \$15.00 or higher starting rate for hourly staff
- Average nonexempt pay increase
  - Auxiliary – 15.3%
  - Clerical Admin – 10%
  - Instructional Support – 12%

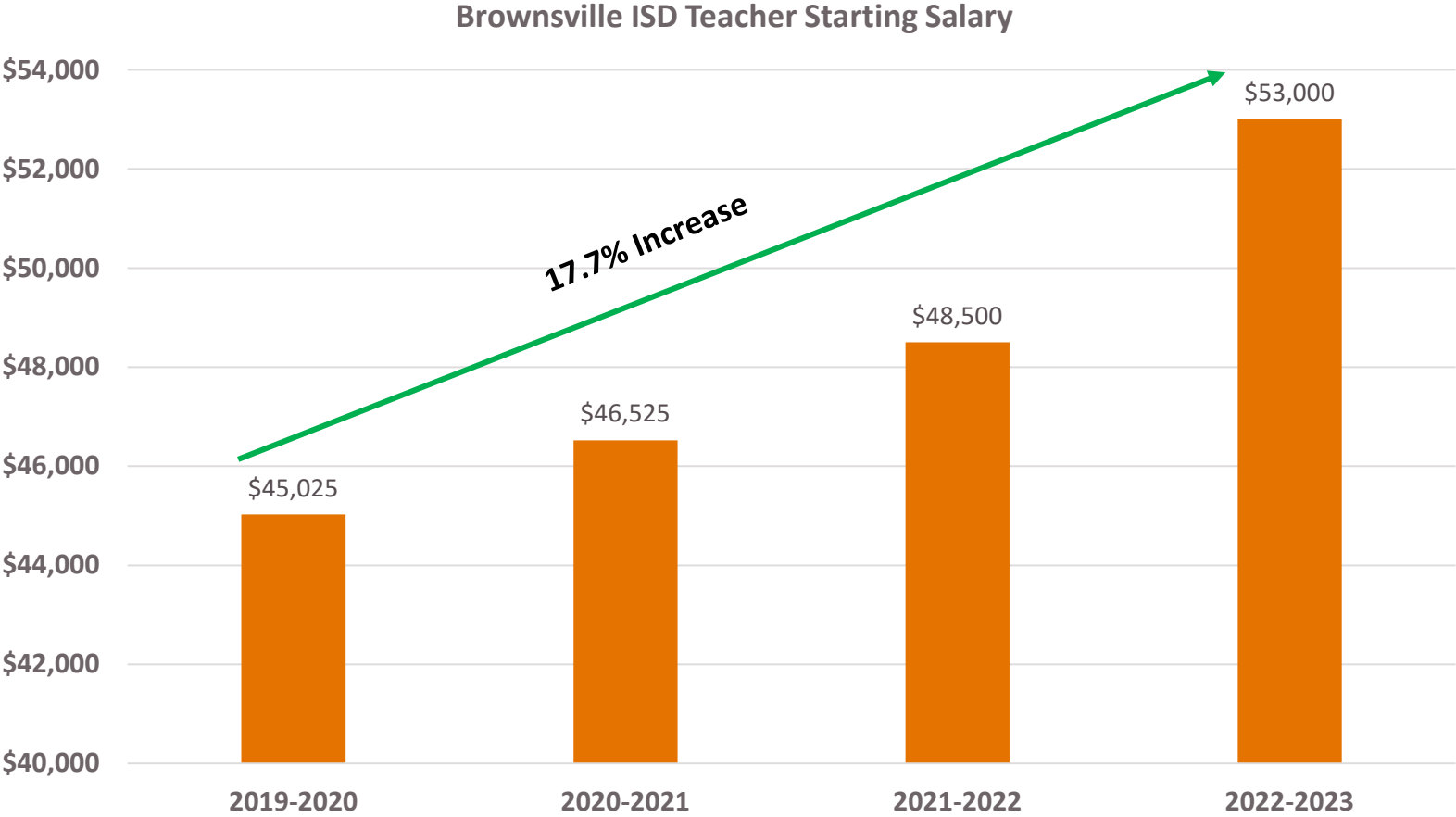
# Teacher Pay Increase History

Brownsville ISD Teacher Pay Increases



HB3

# Teacher Starting Salary

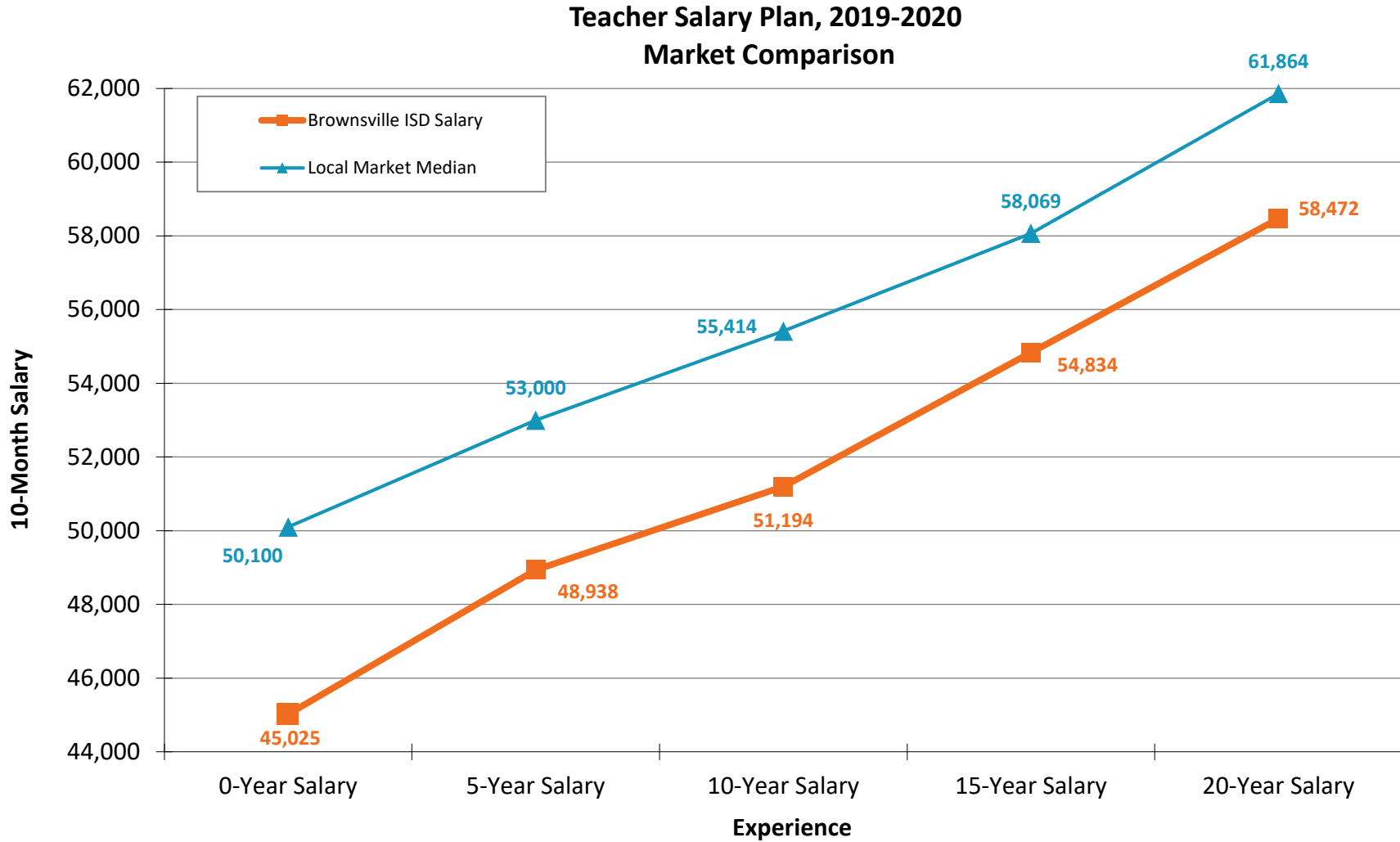


# Teacher Salary Comparison 2019-20

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 San Antonio ISD	47,933	3,107	\$53,400	\$54,685	\$55,477	\$56,803	\$58,148	\$56,571	28	3.5%
2 North East ISD	64,516	4,136	\$53,000	\$53,738	\$55,678	\$57,978	\$60,828	\$57,135	25	3.0%
3 Weslaco ISD	16,753	1,078	\$51,250	\$53,850	\$57,050	\$59,850	\$62,150	\$61,017	32	6.9%
4 Pharr-San Juan-Alamo ISD	31,863	2,200	\$51,250	\$53,100	\$55,350	\$58,665	\$62,915	\$59,609	21	6.4%
5 Laredo ISD	24,000	1,495	\$50,950	\$56,400	\$59,489	\$61,397	\$62,987	\$61,126	35	7.2%
6 Harlingen CISD	18,384	1,368	\$50,500	\$52,500	\$54,900	\$57,400	\$60,200	\$56,374	25	7.2%
7 United ISD	42,898	2,637	\$50,200	\$55,100	\$57,828	\$60,611	\$62,201	\$59,406	30	5.5%
8 La Joya ISD	26,912	1,964	\$50,000	\$52,900	\$55,350	\$59,019	\$61,757	\$58,470	20	4.5%
9 Donna ISD	14,402	1,019	\$50,000	\$51,773	\$53,789	\$56,887	\$59,700	\$54,496	20	10.0%
10 Idea Public Schools - Hidalgo County <sup>1</sup>	42,748	1,946	\$50,000	\$54,400	\$58,900	\$61,100	\$64,200		35	
11 McAllen ISD	22,062	1,608	\$49,800	\$51,770	\$54,370	\$57,820	\$61,970	\$57,382	20	7.3%
12 Edinburg CISD	33,382	2,262	\$49,033	\$52,560	\$56,310	\$58,160	\$63,200	\$59,506	23	5.3%
13 Los Fresnos CISD	10,598	682	\$47,800	\$50,100	\$51,860	\$53,540	\$56,400	\$57,180	20	6.1%
14 San Benito CISD	10,192	716	\$47,500	\$50,230	\$52,425	\$54,996	\$58,102	\$54,360	25	5.0%
<b>Brownsville ISD</b>	<b>42,992</b>	<b>2,895</b>	<b>\$45,025</b>	<b>\$48,938</b>	<b>\$51,194</b>	<b>\$54,834</b>	<b>\$58,472</b>	<b>\$54,061</b>	<b>35</b>	<b>12.5%</b>
<b>Median</b>			<b>\$50,100</b>	<b>\$53,000</b>	<b>\$55,414</b>	<b>\$58,069</b>	<b>\$61,864</b>	<b>\$57,382</b>	<b>25</b>	<b>6.1%</b>
<b>Comparison to Median Dollar Difference</b>			<b>90%</b> (\$5,075)	<b>92%</b> (\$4,062)	<b>92%</b> (\$4,220)	<b>94%</b> (\$3,235)	<b>95%</b> (\$3,392)	<b>94%</b> (\$3,321)		



# Teachers – Market Graph 2019-20

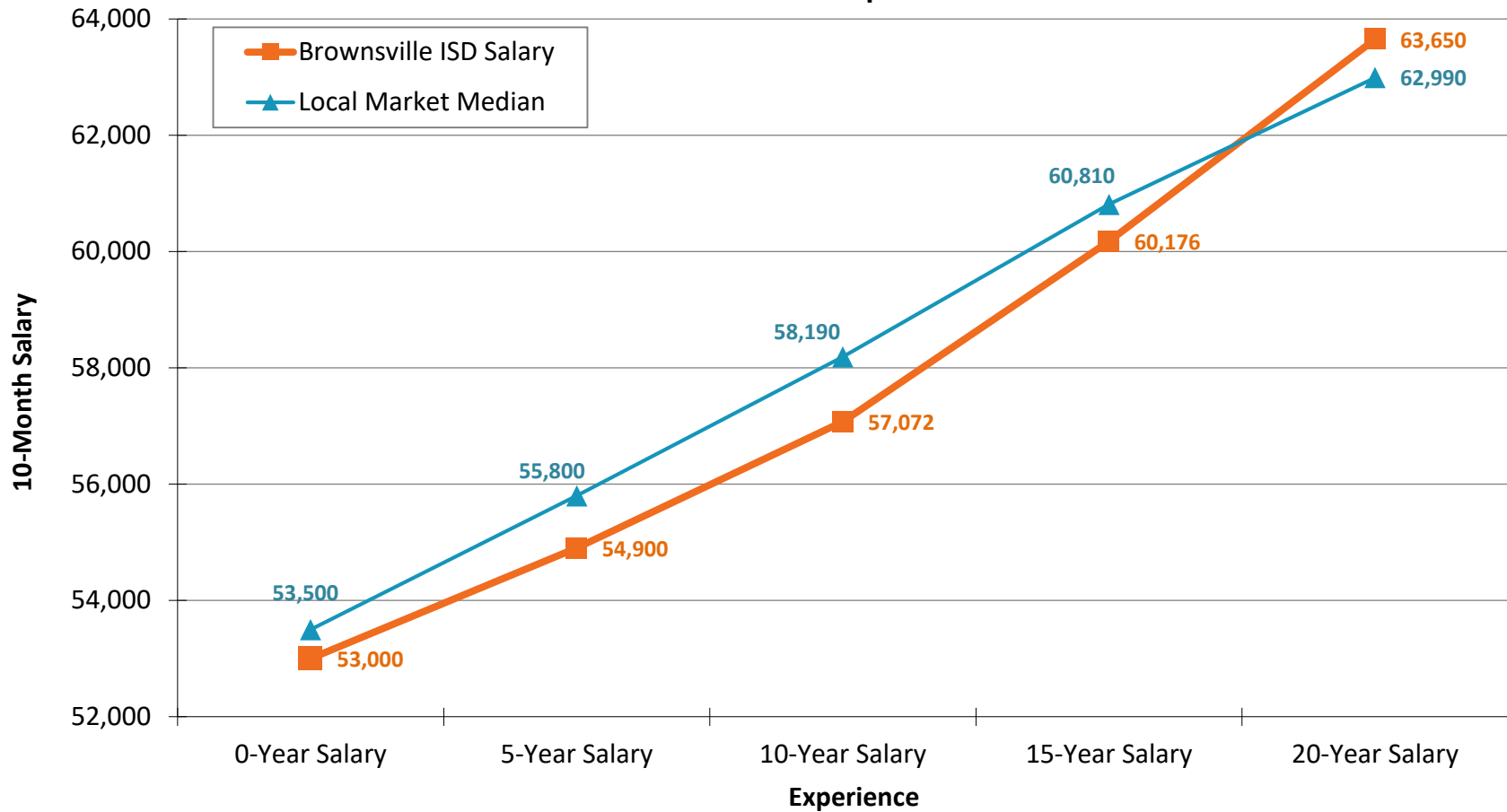


# Teacher Salary Comparison 2022-23

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 Edinburg CISD**	33,540	2,311	\$57,000	\$58,500	\$61,310	\$63,310	\$66,510	\$63,310	25	4.0%
2 San Antonio ISD**	44,710	3,064	\$55,609	\$56,746	\$57,785	\$58,839	\$60,248		30	
3 Mission CISD	13,990	941	\$55,500	\$57,050	\$59,550	\$62,750	\$66,000	\$59,788	25	3.5%
4 Pharr-San Juan-Alamo ISD**	29,250	2,135	\$55,425	\$57,125	\$59,425	\$61,775	\$65,950		25	
5 North East ISD	59,830	4,172	\$55,300	\$55,800	\$57,200	\$58,900	\$61,750	\$57,958	25	2.0%
6 Donna ISD	12,768	927	\$55,050	\$57,050	\$59,518	\$62,018	\$65,018	\$60,034	29	3.0%
7 La Joya ISD	24,163	1,835	\$55,000	\$56,450	\$58,250	\$60,810	\$63,579	\$61,730	20	2.5%
8 Weslaco ISD	15,639	988	\$53,500	\$56,030	\$59,535	\$62,625	\$65,100	\$63,745	32	3.0%
9 Harlingen CISD	17,037	1,218	\$53,500	\$55,090	\$58,190	\$60,790	\$62,990	\$58,434	25	2.6%
10 Sharyland ISD	9,665	631	\$52,600	\$53,600	\$55,850	\$57,446	\$60,896	\$54,396	25	4.0%
11 McAllen ISD	20,158	1,502	\$52,150	\$54,310	\$57,580	\$60,000	\$62,930	\$59,197	20	3.0%
12 Laredo ISD	19,757	1,463	\$52,000	\$55,200	\$59,078	\$61,861	\$63,451	\$61,202	35	1.8%
13 Los Fresnos CISD	10,462	712	\$52,000	\$53,900	\$55,900	\$57,800	\$60,700	\$59,251	23	4.0%
14 United ISD	41,192	2,558	\$51,200	\$54,100	\$58,050	\$60,939	\$62,847	\$59,685	30	2.8%
15 San Benito CISD	9,140	672	\$50,000	\$54,778	\$56,889	\$59,195	\$62,538	\$59,622	25	2.0%
<b>Brownsville ISD</b>	<b>37,851</b>	<b>2,756</b>	<b>\$53,000</b>	<b>\$54,900</b>	<b>\$57,072</b>	<b>\$60,176</b>	<b>\$63,650</b>	<b>\$60,036</b>	<b>35</b>	<b>7.1%</b>
<b>Median</b>			<b>\$53,500</b>	<b>\$55,800</b>	<b>\$58,190</b>	<b>\$60,810</b>	<b>\$62,990</b>	<b>\$59,685</b>	<b>25</b>	<b>3.0%</b>
<b>Comparison to Median Dollar Difference</b>			<b>99%</b> (\$500)	<b>98%</b> (\$900)	<b>98%</b> (\$1,118)	<b>99%</b> (\$634)	<b>101%</b> \$660	<b>101%</b> \$351		

# Teachers – Market Graph 2022-23

Teacher Salary Plan, 2022-2023  
Market Comparison



# Pay Compression

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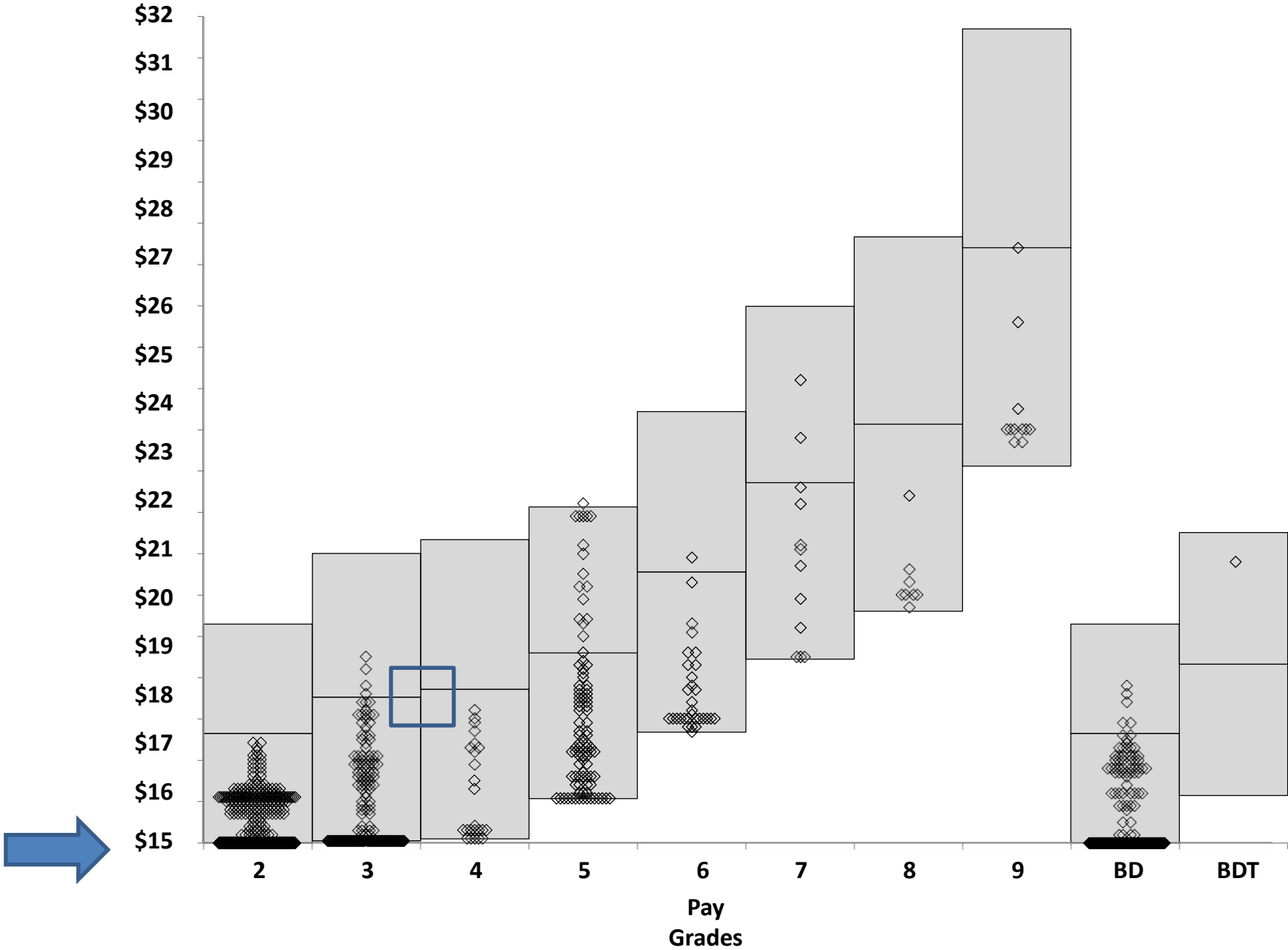


# Challenges

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- No differentiation in pay between new and experienced employees in the same pay grade
- Small range differentials between pay grades to properly value differences in jobs
- Discourages employees from applying for higher level jobs
- Leads to low employee morale

# 2022-23 Auxiliary Pay and Structure



# Current Auxiliary Pay Plan

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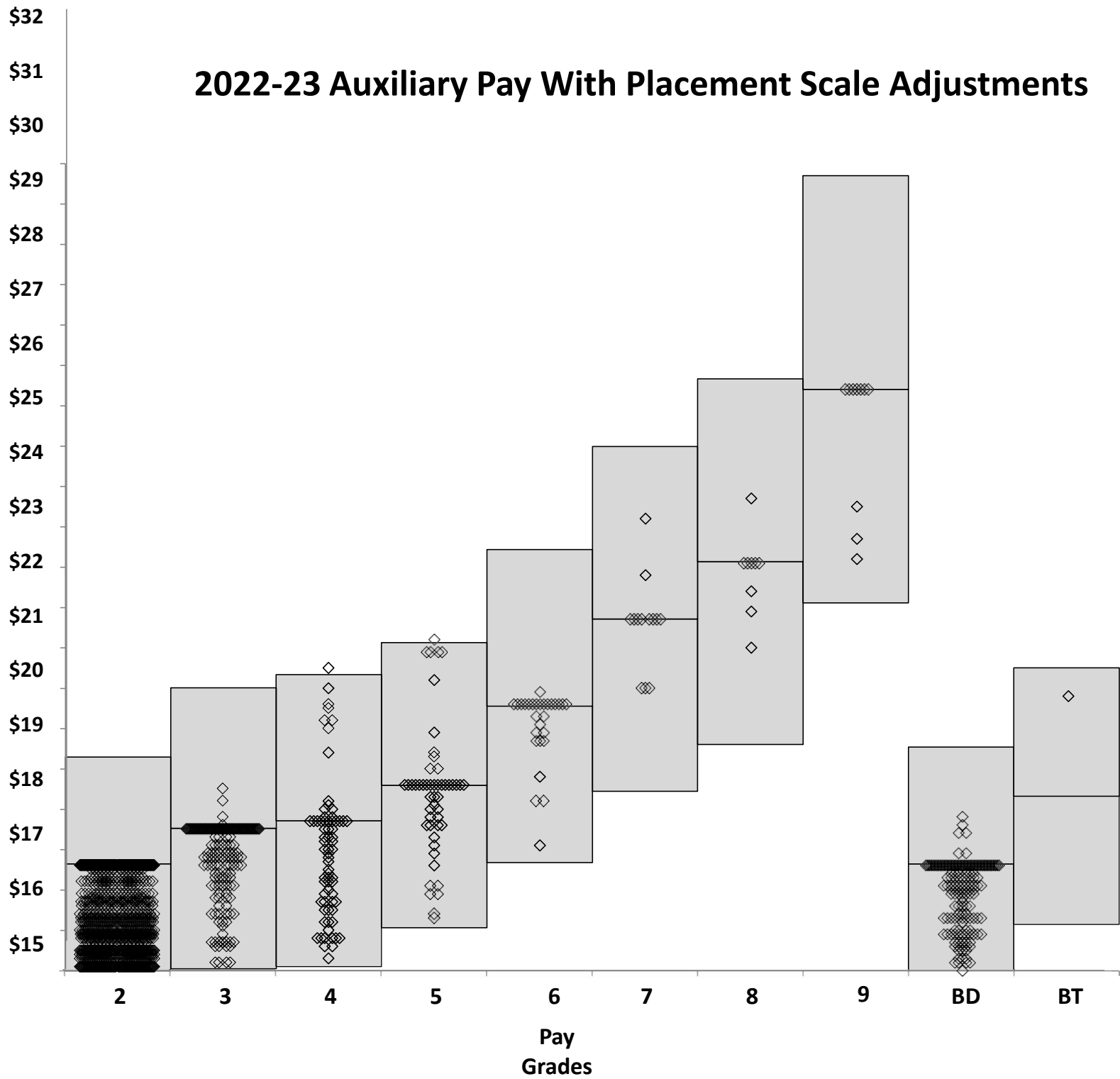
Pay Grade		Minimum	Midpoint	Maximum
2	Hourly	\$15.00	\$17.65	\$20.30
3	Hourly	\$15.05	\$18.53	\$22.01
4	Hourly	\$15.10	\$18.72	\$22.34
5	Hourly	\$16.07	\$19.60	\$23.13
6	Hourly	\$17.68	\$21.56	\$25.44
7	Hourly	\$19.45	\$23.72	\$27.99
8	Hourly	\$20.61	\$25.14	\$29.67
9	Hourly	\$24.12	\$29.41	\$34.70
BD	Hourly	\$15.00	\$17.65	\$20.30
BDT	Hourly	\$16.15	\$19.33	\$22.51

# Placement Scale Illustration

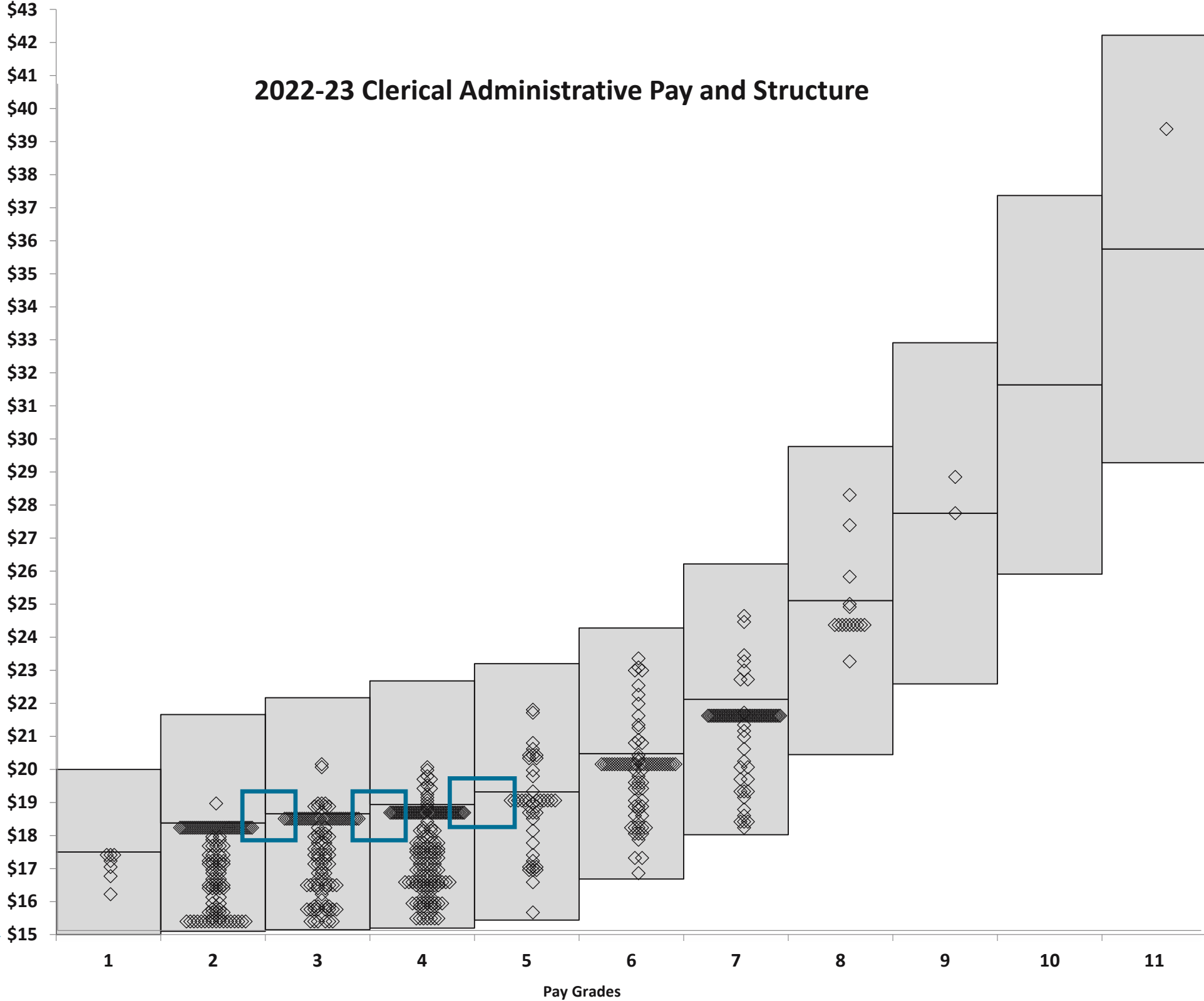
Range Position	2022-2023 Total Exp	Pay Grades									
		2	3	4	5	6	7	8	9	BD	BT
0	\$15.00	\$15.05	\$15.10	\$16.07	\$17.68	\$19.45	\$20.61	\$24.12	\$15.00	\$16.15	
1	\$15.13	\$15.22	\$15.28	\$16.25	\$17.87	\$19.66	\$20.84	\$24.38	\$15.13	\$16.31	
2	\$15.26	\$15.39	\$15.46	\$16.42	\$18.06	\$19.87	\$21.06	\$24.64	\$15.26	\$16.46	
3	\$15.39	\$15.56	\$15.64	\$16.59	\$18.25	\$20.08	\$21.28	\$24.90	\$15.39	\$16.61	
4	\$15.52	\$15.73	\$15.82	\$16.76	\$18.44	\$20.29	\$21.50	\$25.16	\$15.52	\$16.76	
5	\$15.65	\$15.90	\$16.00	\$16.93	\$18.63	\$20.50	\$21.72	\$25.42	\$15.65	\$16.91	
6	\$15.78	\$16.07	\$16.18	\$17.10	\$18.82	\$20.71	\$21.94	\$25.68	\$15.78	\$17.06	
7	\$15.91	\$16.24	\$16.36	\$17.27	\$19.01	\$20.92	\$22.16	\$25.94	\$15.91	\$17.21	
8	\$16.04	\$16.41	\$16.54	\$17.44	\$19.20	\$21.13	\$22.38	\$26.20	\$16.04	\$17.36	
9	\$16.17	\$16.58	\$16.72	\$17.61	\$19.39	\$21.34	\$22.60	\$26.46	\$16.17	\$17.51	
10	\$16.30	\$16.75	\$16.90	\$17.78	\$19.58	\$21.55	\$22.82	\$26.72	\$16.30	\$17.66	
11	\$16.43	\$16.92	\$17.08	\$17.95	\$19.77	\$21.76	\$23.04	\$26.98	\$16.43	\$17.81	
12	\$16.56	\$17.09	\$17.26	\$18.12	\$19.96	\$21.97	\$23.26	\$27.24	\$16.56	\$17.96	
13	\$16.69	\$17.26	\$17.44	\$18.29	\$20.15	\$22.18	\$23.48	\$27.50	\$16.69	\$18.11	
14	\$16.82	\$17.43	\$17.62	\$18.46	\$20.34	\$22.39	\$23.70	\$27.76	\$16.82	\$18.26	
15	\$16.95	\$17.60	\$17.80	\$18.63	\$20.53	\$22.60	\$23.92	\$28.02	\$16.95	\$18.41	
16	\$17.08	\$17.77	\$17.98	\$18.80	\$20.72	\$22.81	\$24.14	\$28.28	\$17.08	\$18.56	
17	\$17.21	\$17.94	\$18.16	\$18.97	\$20.91	\$23.02	\$24.36	\$28.54	\$17.21	\$18.71	
18	\$17.34	\$18.11	\$18.34	\$19.14	\$21.10	\$23.23	\$24.58	\$28.80	\$17.34	\$18.86	
19	\$17.47	\$18.28	\$18.52	\$19.31	\$21.29	\$23.44	\$24.80	\$29.06	\$17.47	\$19.01	
20	\$17.65	\$18.53	\$18.72	\$19.60	\$21.56	\$23.72	\$25.14	\$29.41	\$17.65	\$19.33	



# 2022-23 Auxiliary Pay With Placement Scale Adjustments



# 2022-23 Clerical Administrative Pay and Structure

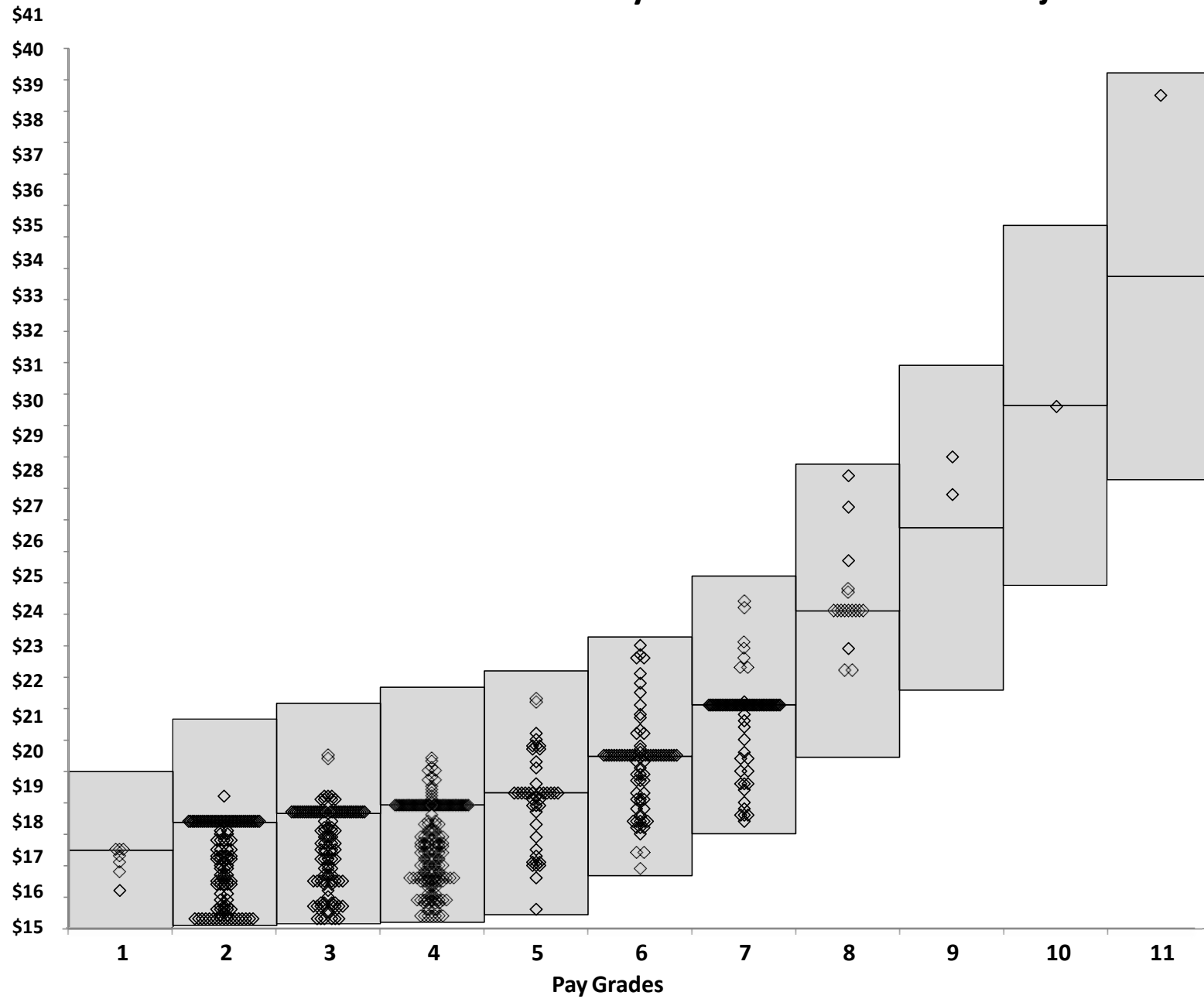


# Current Clerical Admin Pay Plan

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Pay Grade		Minimum	Midpoint	Maximum
1	Hourly	\$15.00	\$17.50	\$20.00
2	Hourly	\$15.10	\$18.38	\$21.66
3	Hourly	\$15.15	\$18.66	\$22.17
4	Hourly	\$15.20	\$18.94	\$22.68
5	Hourly	\$15.44	\$19.32	\$23.20
6	Hourly	\$16.68	\$20.48	\$24.28
7	Hourly	\$18.02	\$22.12	\$26.22
8	Hourly	\$20.45	\$25.11	\$29.77
9	Hourly	\$22.59	\$27.75	\$32.91
10	Hourly	\$25.91	\$31.64	\$37.37
11	Hourly	\$29.28	\$35.75	\$42.22

## 2022-23 Clerical Administrative Pay With Placement Scale Adjustments



# Placement Scale Illustration

Range Position 2022-2023		Pay Grades										
Total Exp	1	2	3	4	5	6	7	8	9	10	11	
0	\$15.00	\$15.10	\$15.15	\$15.20	\$15.44	\$16.68	\$18.02	\$20.45	\$22.59	\$25.91	\$29.28	
1	\$15.13	\$15.26	\$15.33	\$15.39	\$15.63	\$16.87	\$18.23	\$20.68	\$22.85	\$26.20	\$29.60	
2	\$15.25	\$15.42	\$15.50	\$15.57	\$15.82	\$17.06	\$18.43	\$20.91	\$23.10	\$26.48	\$29.92	
3	\$15.37	\$15.58	\$15.67	\$15.75	\$16.01	\$17.25	\$18.63	\$21.14	\$23.35	\$26.76	\$30.24	
4	\$15.49	\$15.74	\$15.84	\$15.93	\$16.20	\$17.44	\$18.83	\$21.37	\$23.60	\$27.04	\$30.56	
5	\$15.61	\$15.90	\$16.01	\$16.11	\$16.39	\$17.63	\$19.03	\$21.60	\$23.85	\$27.32	\$30.88	
6	\$15.73	\$16.06	\$16.18	\$16.29	\$16.58	\$17.82	\$19.23	\$21.83	\$24.10	\$27.60	\$31.20	
7	\$15.85	\$16.22	\$16.35	\$16.47	\$16.77	\$18.01	\$19.43	\$22.06	\$24.35	\$27.88	\$31.52	
8	\$15.97	\$16.38	\$16.52	\$16.65	\$16.96	\$18.20	\$19.63	\$22.29	\$24.60	\$28.16	\$31.84	
9	\$16.09	\$16.54	\$16.69	\$16.83	\$17.15	\$18.39	\$19.83	\$22.52	\$24.85	\$28.44	\$32.16	
10	\$16.21	\$16.70	\$16.86	\$17.01	\$17.34	\$18.58	\$20.03	\$22.75	\$25.10	\$28.72	\$32.48	
11	\$16.33	\$16.86	\$17.03	\$17.19	\$17.53	\$18.77	\$20.23	\$22.98	\$25.35	\$29.00	\$32.80	
12	\$16.45	\$17.02	\$17.20	\$17.37	\$17.72	\$18.96	\$20.43	\$23.21	\$25.60	\$29.28	\$33.12	
13	\$16.57	\$17.18	\$17.37	\$17.55	\$17.91	\$19.15	\$20.63	\$23.44	\$25.85	\$29.56	\$33.44	
14	\$16.69	\$17.34	\$17.54	\$17.73	\$18.10	\$19.34	\$20.83	\$23.67	\$26.10	\$29.84	\$33.76	
15	\$16.81	\$17.50	\$17.71	\$17.91	\$18.29	\$19.53	\$21.03	\$23.90	\$26.35	\$30.12	\$34.08	
16	\$16.93	\$17.66	\$17.88	\$18.09	\$18.48	\$19.72	\$21.23	\$24.13	\$26.60	\$30.40	\$34.40	
17	\$17.05	\$17.82	\$18.05	\$18.27	\$18.67	\$19.91	\$21.43	\$24.36	\$26.85	\$30.68	\$34.72	
18	\$17.17	\$17.98	\$18.22	\$18.45	\$18.86	\$20.10	\$21.63	\$24.59	\$27.10	\$30.96	\$35.04	
19	\$17.29	\$18.14	\$18.39	\$18.63	\$19.05	\$20.29	\$21.83	\$24.82	\$27.35	\$31.24	\$35.36	
20	\$17.50	\$18.38	\$18.66	\$18.94	\$19.32	\$20.48	\$22.12	\$25.11	\$27.75	\$31.64	\$35.75	

# Considerations for Hourly Employees

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- Placement scales fix pay compression by advancing employee pay through the range based on experience
- Options
  - 15 years to midpoint
  - 20 years to midpoint
- Costly to implement

# Placement Scale Adjustment Costs

## Summary of Cost Estimates, 2022-23

<b>\$15.00 starting rate/15 years to midpoint</b>				
<b>Pay Group</b>	<b>General Pay Increase</b>	<b>Adjustments to Range Minimum</b>	<b>Placement Scale Adjustments</b>	<b>Estimated Total Increase</b>
Police	\$302,742	\$239,619	\$263,965	\$806,326
Clerical Administrative	\$977,632	\$399,005	\$1,638,595	\$3,015,232
Instructional Support	\$1,102,680	\$686,454	\$1,604,934	\$3,394,068
Auxiliary	\$2,154,232	\$2,019,700	\$3,146,599	\$7,320,531
<b>Total</b>	<b>\$4,537,286</b>	<b>\$3,344,778</b>	<b>\$6,654,093</b>	<b>\$14,536,157</b>
<b>% of Current Costs</b>	<b>6.7%</b>	<b>5.0%</b>	<b>9.9%</b>	<b>21.6%</b>



# Placement Scale Adjustment Costs

## Summary of Cost Estimates, 2022-23

<b>\$15.00 starting rate/20 years to midpoint</b>				
<b>Pay Group</b>	<b>General Pay Increase</b>	<b>Adjustments to Range Minimum</b>	<b>Placement Scale Adjustments</b>	<b>Estimated Total Increase</b>
Police	\$302,742	\$239,619	\$204,060	\$746,421
Clerical Administrative	\$977,632	\$399,005	\$1,395,138	\$2,771,775
Instructional Support	\$1,102,680	\$686,454	\$1,301,156	\$3,090,290
Auxiliary	\$2,154,232	\$2,019,700	\$2,596,250	\$6,770,182
<b>Total</b>	<b>\$4,537,286</b>	<b>\$3,344,778</b>	<b>\$5,496,604</b>	<b>\$13,378,668</b>
<b>% of Current Costs</b>	<b>6.7%</b>	<b>5.0%</b>	<b>8.2%</b>	<b>19.9%</b>





# Next Steps

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- Conduct market analysis to include all pay groups
  - Instructional professional support
  - Educator program
  - Business management
  - Technology
  - Police
  - Clerical Administrative/IS/Auxiliary
- Realign pay structures based on market

# Next Steps

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- Model pay increase projections to include adjustments for pay compression
- Provide district leadership draft report of findings and recommendations
- Ensure district compliance with anticipated legislative mandates related to pay increases
- Finalize pay review and provide final report



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