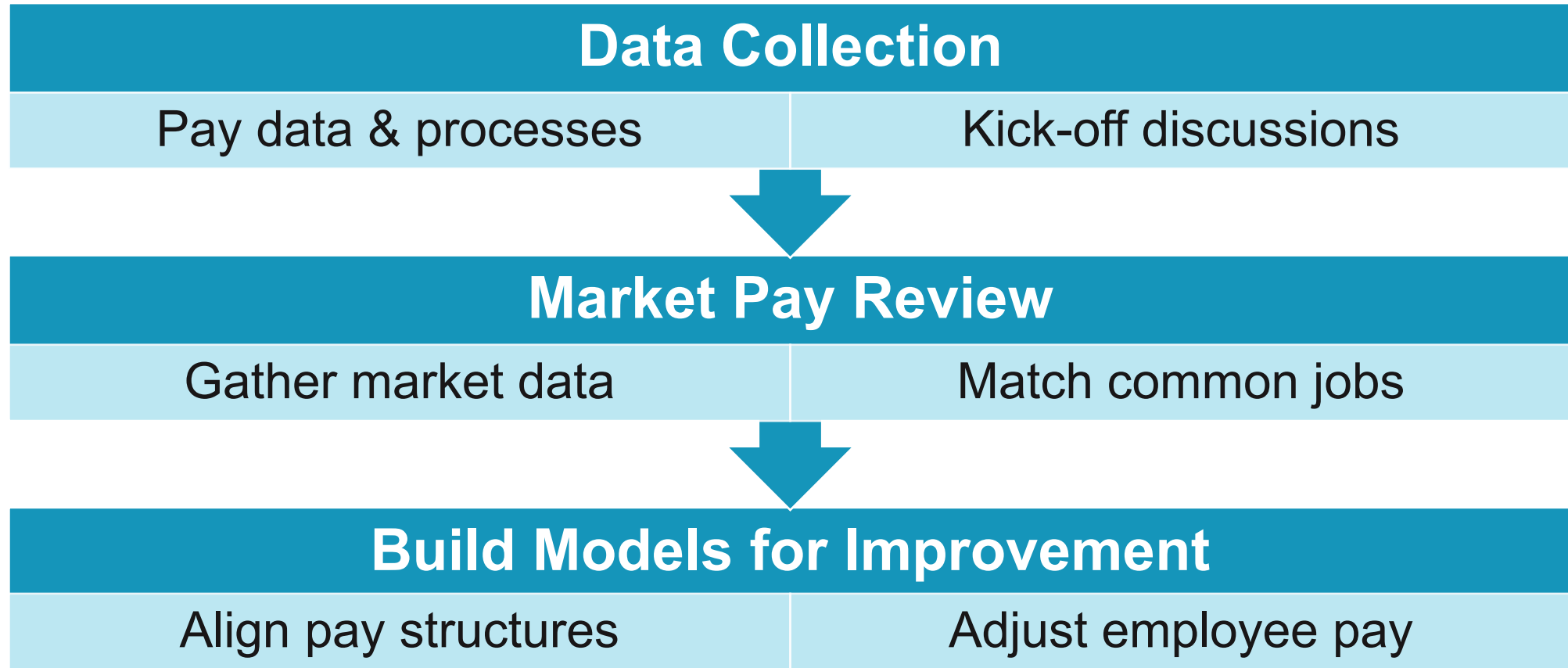


Smithville ISD

Pay Systems Review

Nicolle Gee-Guzman
June 8, 2026

TASB Pay Study Process



Compensation Concepts

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

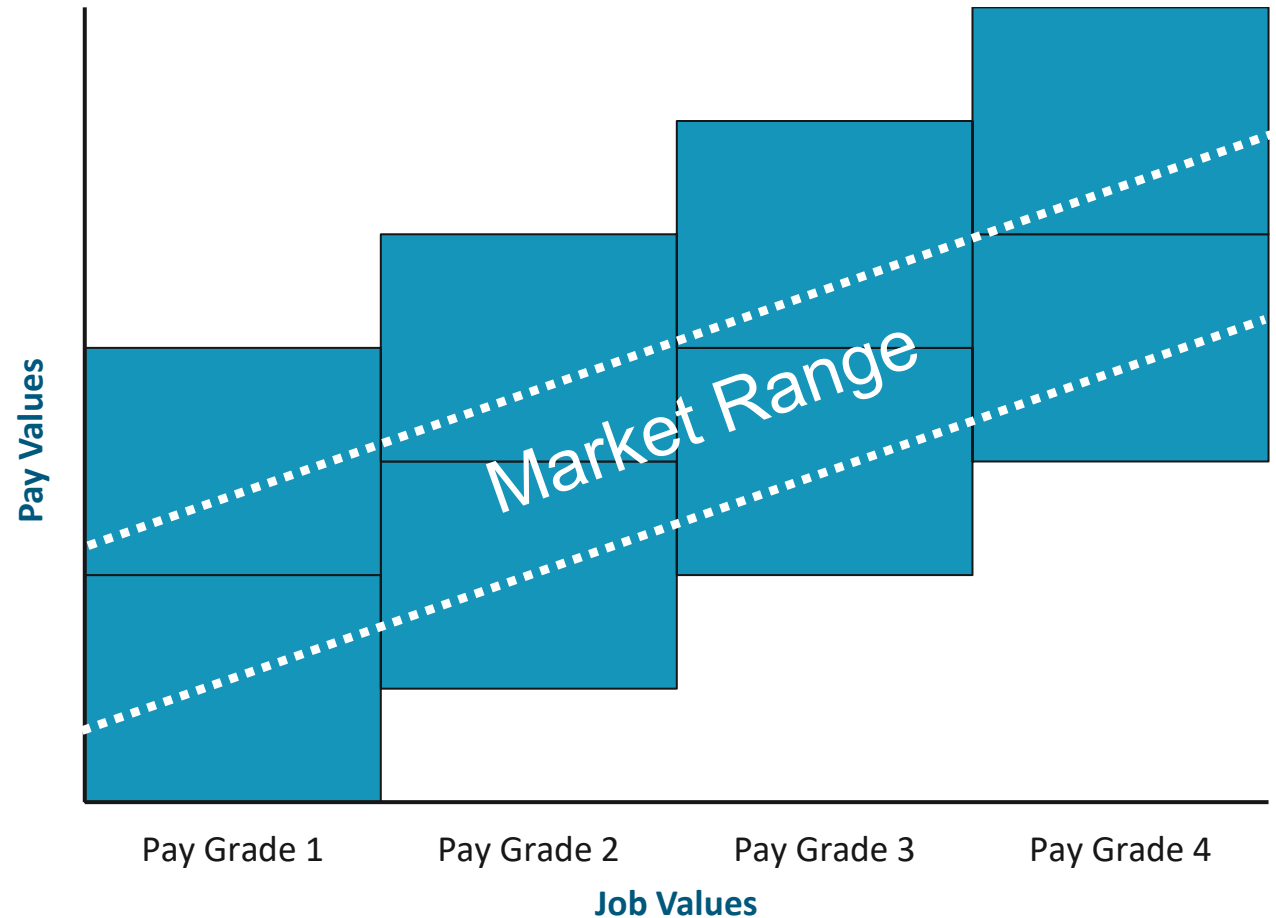
Pay System Controls

Pay Range Control Points

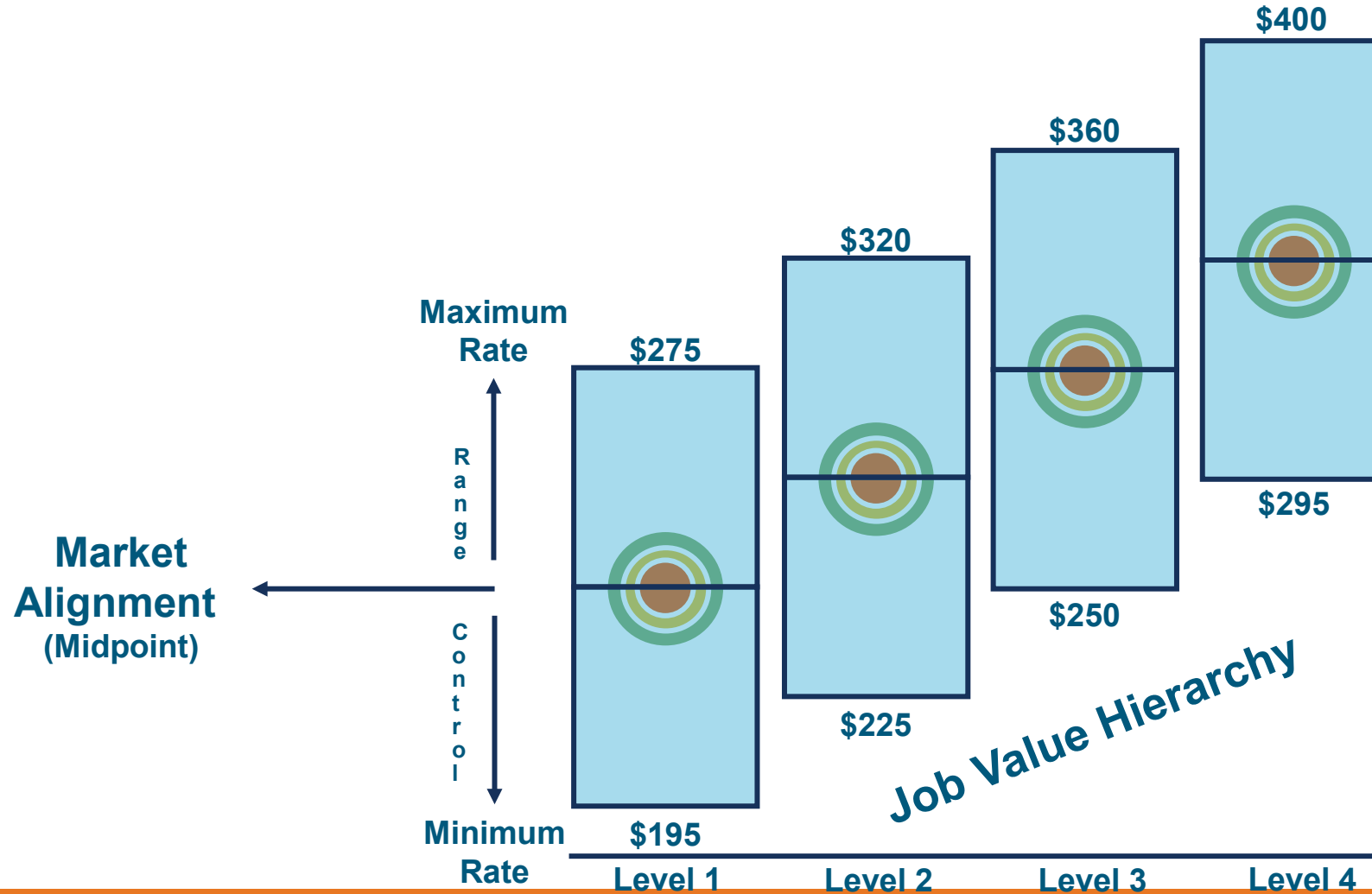
Maximum Rates —
maximum pay for job value

Midpoint Rates —
market target pay for job value

Minimum Rates —
lowest pay for job value



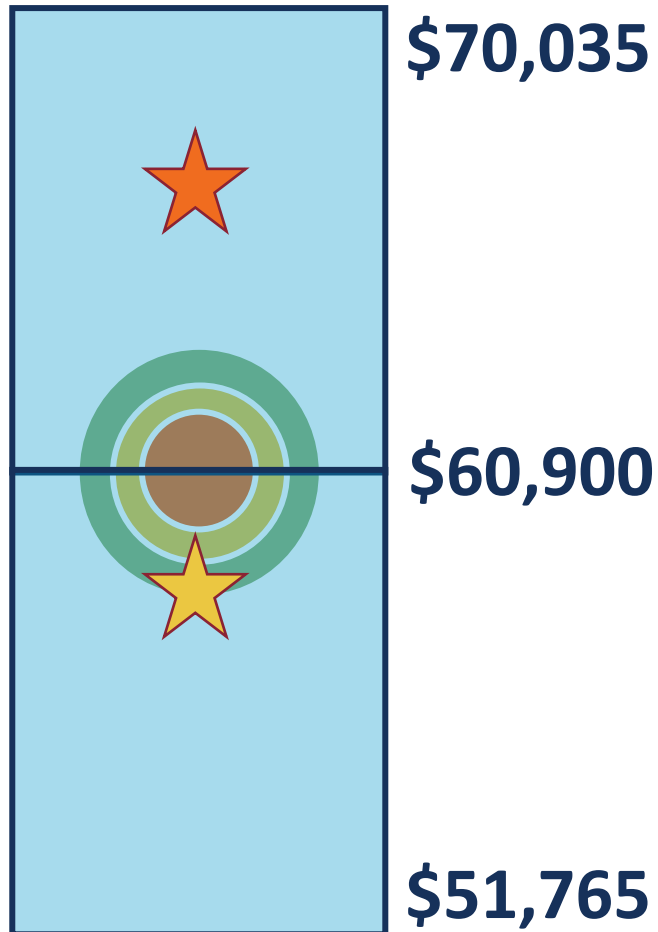
Market – Control Pay Structure



Strategies for Pay System Control

- Assess job value accurately
- Keep pay ranges competitive
- Control pay spread between job incumbents
- Accelerate employees to market pay
- Budget sufficiently for pay increases

General Pay Increases

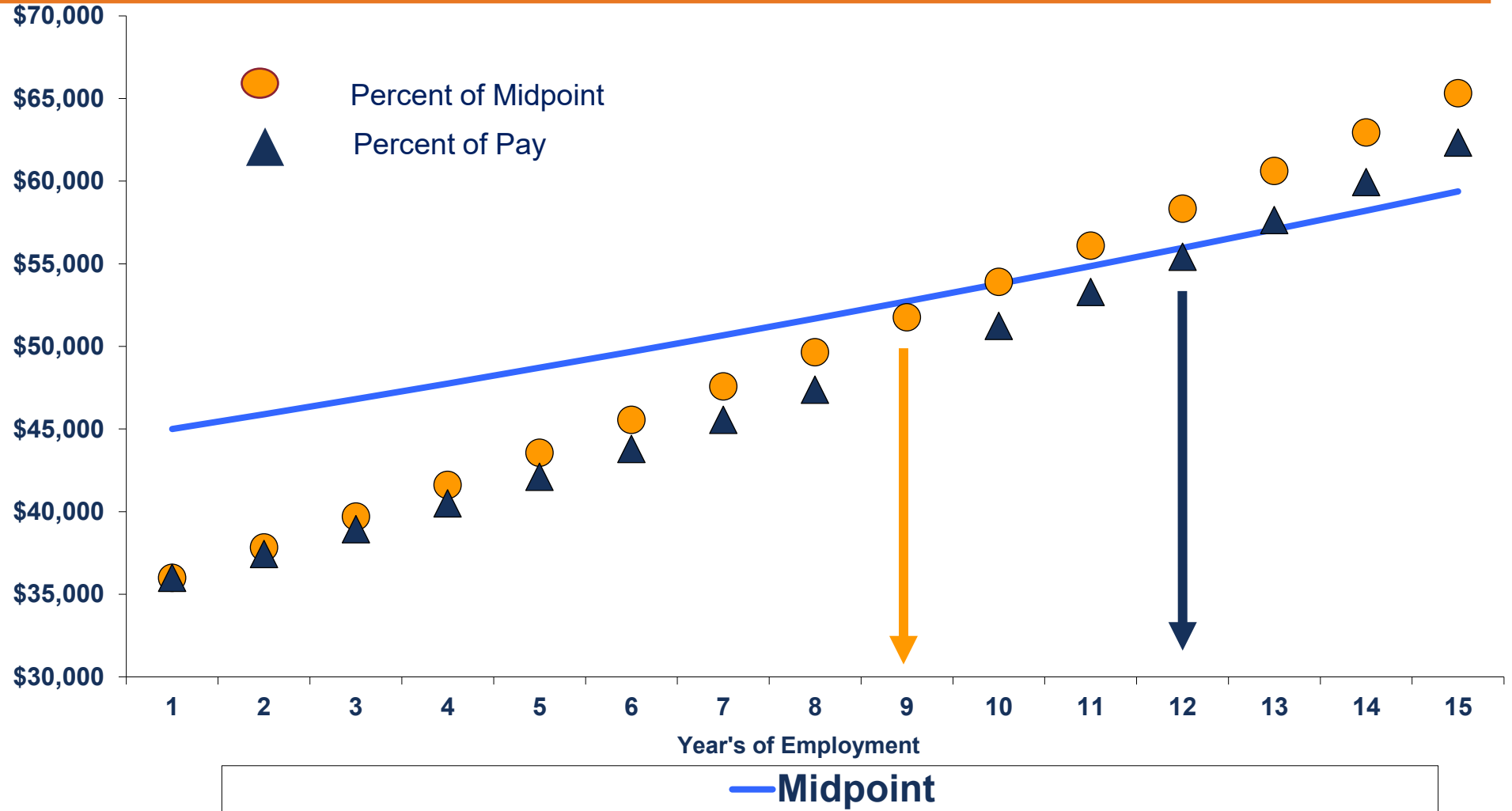


★ Sally \$68,000
★ Gustavo \$55,000

Board approves 3.0%

| | | |
|----------|------|---------|
| Sally | 3.0% | \$2,040 |
| Gustavo | 3.0% | \$1,650 |
| Midpoint | 3.0% | \$1,827 |

Why Use the Midpoint



Market Pay Strategy

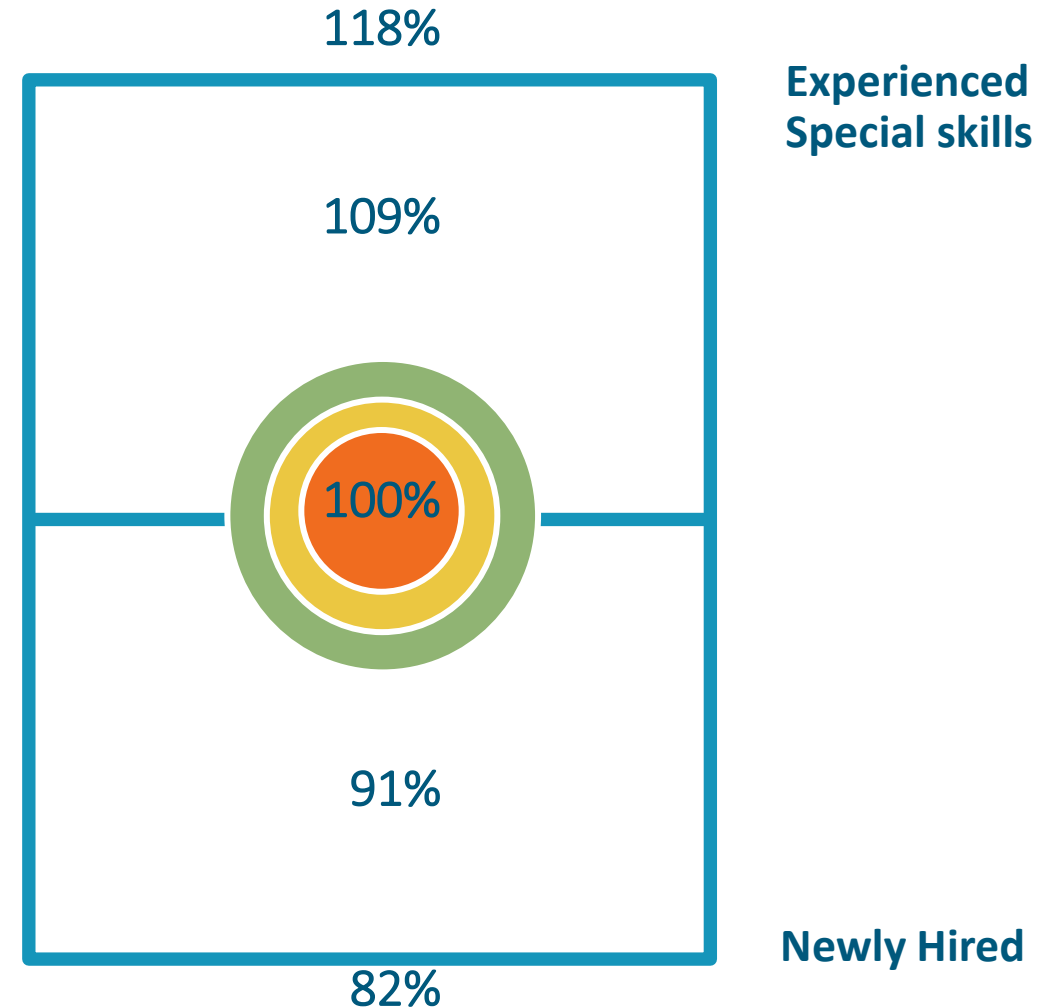
Midpoint rate is intentionally set:

- Market value
- District goals

Range parameters are set to limit employee pay variance from the target rate.

Goal is to pay employees near target rate.

Target rate is adjusted regularly.



Pay System Maintenance

Benefits of Pay Maintenance

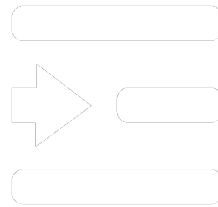
- Keep pay linked to the job market
- Provide continued opportunity for pay increases
- Avoid overpaying or underpaying for job value
- Keep starting pay attractive

Annual Pay Maintenance

- Plan and set pay increase budget
- Adjust pay ranges
- Adjust employee pay in range

Adjusting Pay Ranges

- Keep competitive
- Employee pay should advance faster than pay structures
- A common rule of thumb is moving structures at half the general pay increase
- Periodic market checks



Adjusting Pay Ranges

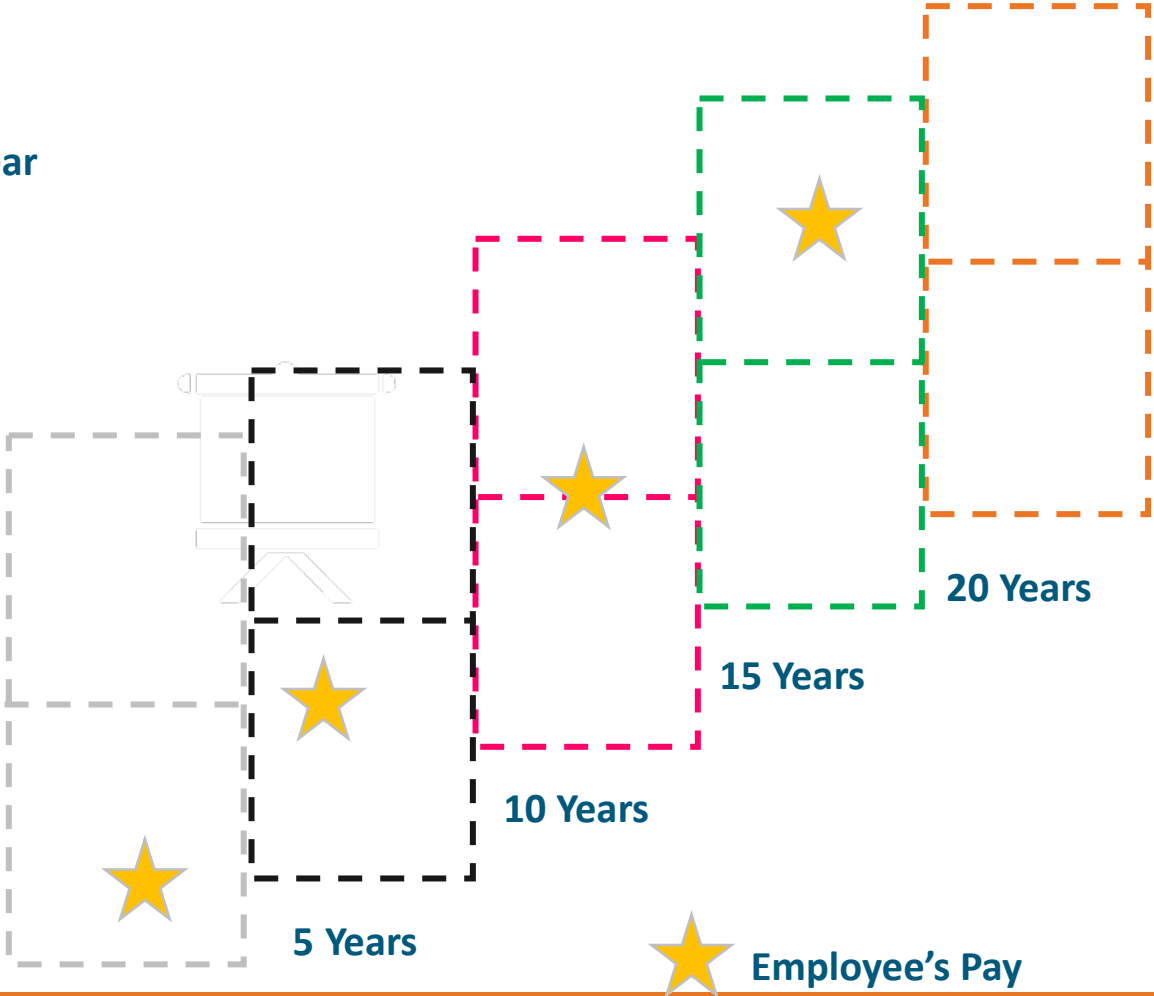
Pay Increases - 4% per year

Structure Adjustment - 2% per year

Maximum Rate

Midpoint Rate

Minimum Rate



Findings

Market Districts

| | District | ESC Region | Student Enrollment | Number of FTE | UIL Class | Teacher | Exempt* & Nonexempt | Stipends |
|----|-----------------------|------------|--------------------|---------------|-----------|-----------|---------------------|----------|
| 1 | Bastrop ISD | 13 | 13,387 | 1,852 | 5A | X | X | X |
| 2 | Elgin ISD | 13 | 6,243 | 852 | 5A | X | X | X |
| 3 | Flatonvia ISD | 13 | 680 | 110 | 2A | X | X | X |
| 4 | Giddings ISD | 13 | 1,893 | 253 | 4A | ** | | |
| 5 | Gonzales ISD | 13 | 2,541 | 423 | 4A | X | X | X |
| 6 | La Grange ISD | 13 | 1,809 | 287 | 4A | X | X | X |
| 7 | Lexington ISD | 13 | 1,062 | 176 | 3A | X | X | X |
| 8 | Lockhart ISD | 13 | 6,812 | 861 | 5A | X | X | X |
| 9 | Luling ISD | 13 | 1,441 | 202 | 3A | X | X | X |
| 10 | McDade ISD | 13 | 360 | 95 | 2A | X | X | X |
| 11 | Schulenburg ISD | 13 | 663 | 122 | 2A | X | X | |
| 12 | Waelder ISD | 13 | 297 | 82 | 1A | X | X | |
| | Smithville ISD | 13 | 1,863 | 274 | 4A | 12 | 11 | 9 |

* High-level central administrator jobs are compared to statewide market data for districts of comparable size.

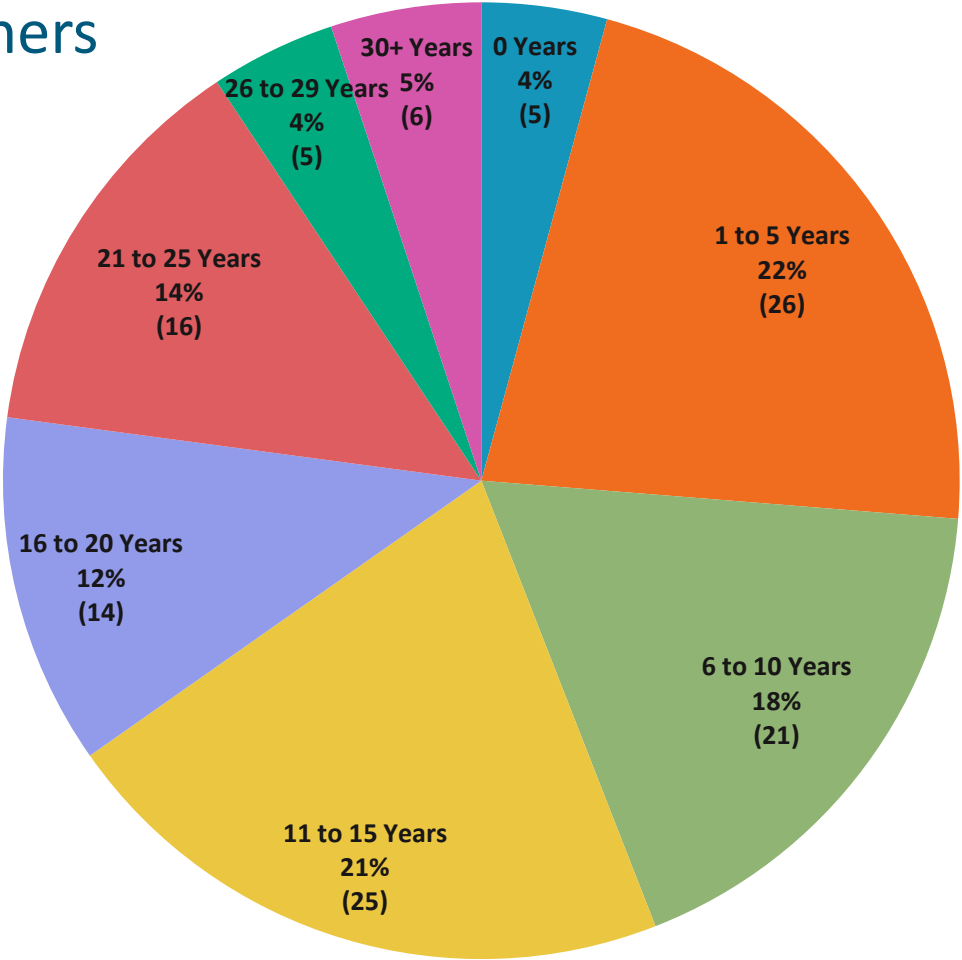
** District did not participate in survey. Teacher schedules collected from the district.

Other Area Market Sources

- Statewide market for districts with enrollment of 1,600 to 2,999
- ESC Region 13 market
- Austin metro area non-school market from
 - CompAnalyst
 - Payfactors by Payscale

Teachers – Demographics

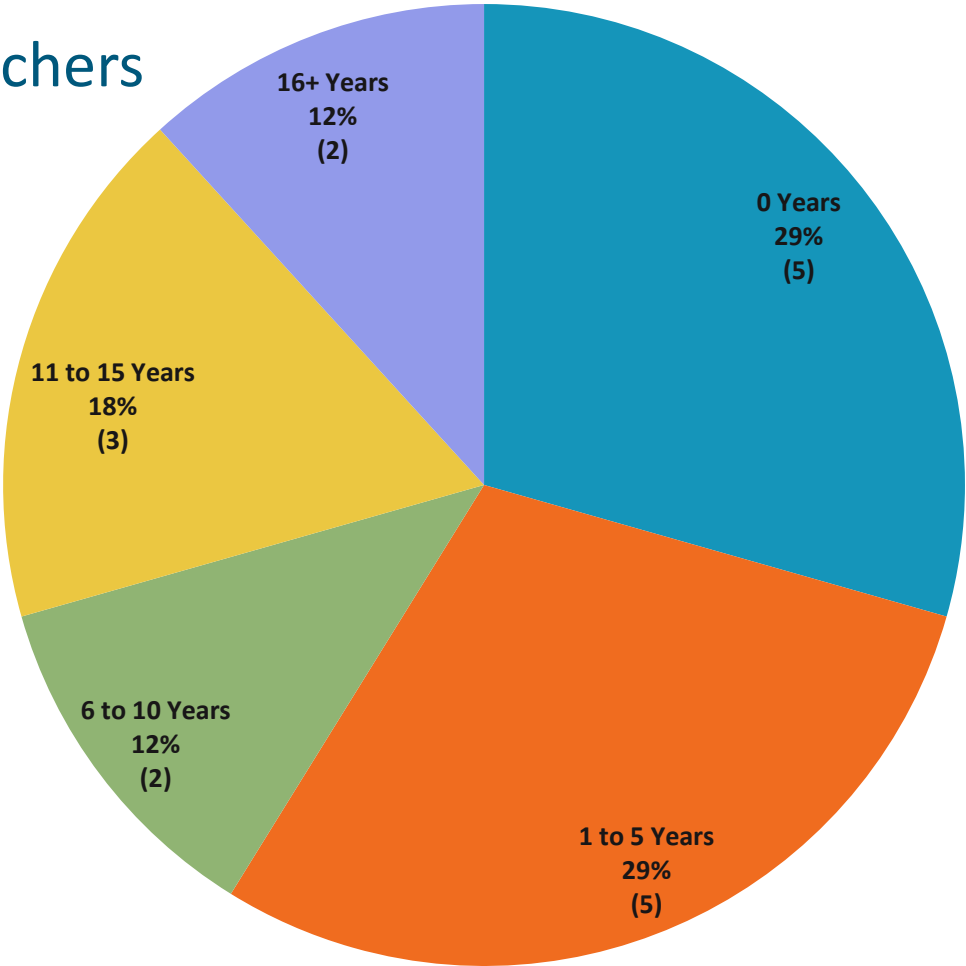
Experience of Current Teachers



118 Teachers

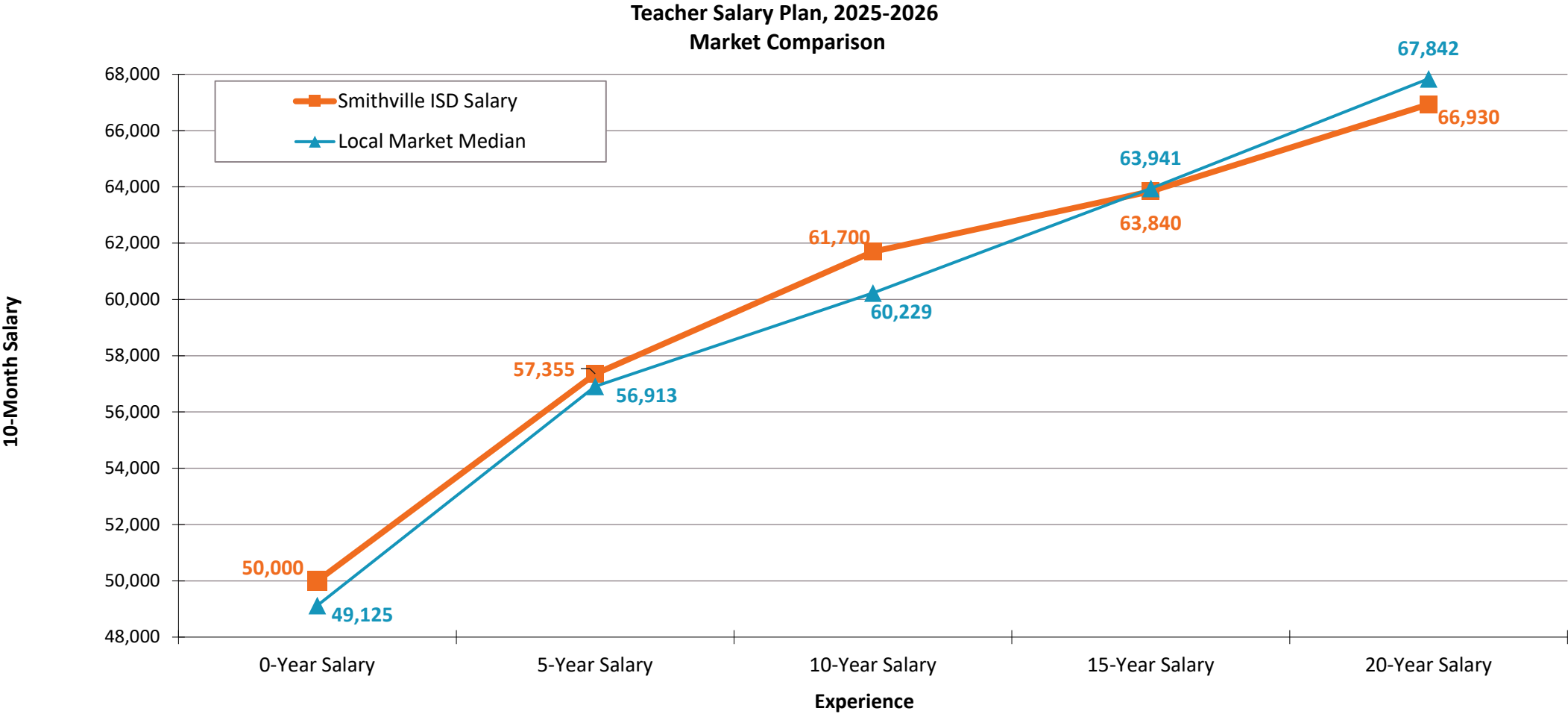
Teachers – Demographics

Experience of Newly Hired Teachers



17 Teachers
with 0 years of local experience in 2025-2026

Teachers – Market Graph



Teachers – Market Salaries

| | 0 - Years | 5 - Years | 10 - Years | 15 - Years | 20 - Years | Average Salary |
|-------------------------------|-----------|-----------|------------|------------|------------|----------------|
| Smithville ISD Salary | \$50,000 | \$57,355 | \$61,700 | \$63,840 | \$66,930 | \$62,245 |
| Local Market Median | \$49,125 | \$56,913 | \$60,229 | \$63,941 | \$67,842 | \$62,423 |
| Percent of Market | 102% | 101% | 102% | 100% | 99% | 100% |
| Difference from Market | \$875 | \$443 | \$1,471 | (\$101) | (\$912) | (\$178) |

Teachers – Market Stipends

| Stipend | Smithville ISD | Median Stipend | Districts Reporting |
|--------------------------------------|----------------|----------------|---------------------|
| Master's Degree – General | \$1,100 | \$1,224 | 11 of 11 |
| Special Education – High Needs | \$3,500 | \$2,500 | 11 of 11 |
| ESL – General | \$400 | \$1,100 | 8 of 11 |
| Special Education – General/Resource | -- | \$2,000 | 10 of 11 |

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 | 106% | 95% | -- | 8 |
| Campus Administration | 96% | 92% | -- | 6 |
| Professional | 100% | 96% | -- | 13 |
| Clerical/Paraprofessional | 108% | 94% | 82% | 12 |
| Instructional Support | 90% | 99% | 90% | 7 |
| Manual Trades | 87% | 79% | 86% | 9 |

Extra Duty – Market Stipends

| Stipend Group | Average Market Difference | Number of Benchmarks |
|------------------------|---------------------------|----------------------|
| Athletics | \$1,854 | 26 |
| Performing Arts | \$806 | 6 |
| Academics | \$352 | 16 |

Recommendations

Recommendation 1

Implement proposed pay structures

- Improve pay equity
- Improve market competitiveness
- Midpoints aligned closer to market
- More competitive minimum rates

Recommendation 2

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

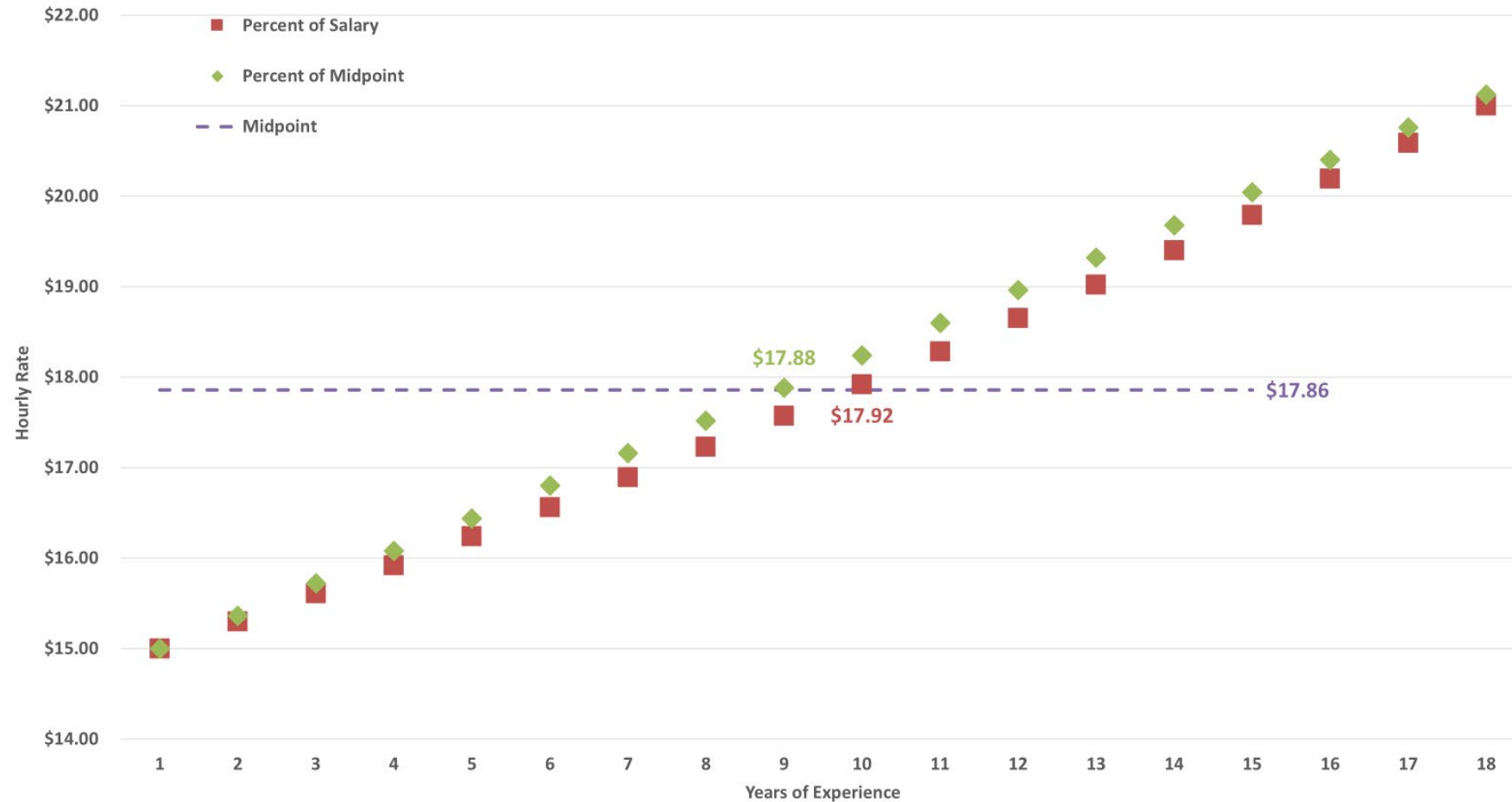
- Model 1: 1% for all job groups
- Model 2: 2% for all job groups
- Model 3: 3% for all job groups

Recommendation 2

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

- For teacher structure, GPI calculated as a percentage of market median salary (\$62,423)
- Teacher retention allotment (TRA) amounts added where necessary to grant TRA increases to eligible teachers
- For other pay groups, GPI calculated as a percentage of employee's pay grade midpoint
- Cost estimates are based on the pay increase calculated as a percentage of the employee's pay grade midpoint

Recommendation 2



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

Recommendation 4

Consider adding stipends for hard-to-fill teaching assignments

- Special Ed General/Resource: \$2,000 to assist with recruitment and retention.

Cost – Model 1 (1.0%)

| Pay Group | Teacher Retention Allotment | General Pay Increase | Adjustments | Estimated Total Increase |
|-----------------------------|-----------------------------|----------------------|------------------|--------------------------|
| Teachers | \$19,050 | \$68,654 | \$19,556 | \$107,260 |
| Administrative/Professional | \$0 | \$29,704 | \$33,961 | \$63,665 |
| Clerical/Paraprofessional | \$0 | \$19,822 | \$46,132 | \$65,954 |
| Manual Trades | \$0 | \$12,362 | \$30,440 | \$42,802 |
| Total | \$19,050 | \$130,542 | \$130,089 | \$279,681 |
| % of Current Costs | 0.1% | 0.9% | 0.9% | 2.0% |

Cost – Model 2 (2.0%)

| Pay Group | Teacher Retention Allotment | General Pay Increase | Adjustments | Estimated Total Increase |
|-----------------------------|-----------------------------|----------------------|------------------|--------------------------|
| Teachers | \$19,050 | \$137,761 | \$15,711 | \$172,522 |
| Administrative/Professional | \$0 | \$59,395 | \$35,032 | \$94,427 |
| Clerical/Paraprofessional | \$0 | \$39,613 | \$39,184 | \$78,797 |
| Manual Trades | \$0 | \$24,704 | \$26,036 | \$50,740 |
| Total | \$19,050 | \$261,473 | \$115,963 | \$396,486 |
| % of Current Costs | 0.1% | 1.9% | 0.8% | 2.9% |

Cost – Model 3 (3.0%)

| Pay Group | Teacher Retention Allotment | General Pay Increase | Adjustments | Estimated Total Increase |
|-----------------------------|-----------------------------|----------------------|------------------|--------------------------|
| Teachers | \$19,050 | \$210,204 | \$16,075 | \$245,329 |
| Administrative/Professional | \$0 | \$89,120 | \$34,596 | \$123,716 |
| Clerical/Paraprofessional | \$0 | \$59,437 | \$32,700 | \$92,137 |
| Manual Trades | \$0 | \$37,048 | \$21,699 | \$58,747 |
| Total | \$19,050 | \$395,809 | \$105,070 | \$519,929 |
| % of Current Costs | 0.1% | 2.9% | 0.8% | 3.8% |

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