



Ector County Independent School District

Action Page

TO: Board of Trustees

FROM: Gregory C. Nelson, Ed.D, Assistant Superintendent of Human Resources

SUBJECT: DISCUSSION OF AND REQUEST FOR APPROVAL OF 2019-2020 COMPENSATION PLAN

DATE: June 18, 2019

In an effort to create a more competitive compensation plan, the District completed a TASB salary study to identify areas of strength and weakness. TASB made recommendations for a General Pay Increase (GPI) and Targeted Adjustments (TA) to better align our systems. The GPI and the TA recommendations will eliminate much of our salary compression, reduce pay inequity within and between pay grades, and create a more competitive salary structure when competing with other districts and the area markets for non-teaching positions. TASB will provide yearly maintenance reviews as to continue aligning our system and ensure we maintain a robust and competitive compensation plan.

Following the TASB Pay System Review, the former Administrative/Professional – Instructional Leadership Pay Plan and the Administrative/Professional – Business and Operations Pay Plans were combined into one pay group. This new Administrative Professional Pay Plan consists of 12 pay grades.

Submitted under separate cover is the 2019-2020 Compensation Plan. The plan includes: (a) Salary Schedules, (b) Schedule of Stipends and Additives, (c) Schedule of Supplemental Pay, and (d) Schedule for Enhancement Pay for Additional Instructional Duties.

Attached is an Employee Benefits Overview for 2019-2020.

Administrative Recommendation:

Approval of the 2019-2020 Compensation Plan.