

# Aledo ISD

## Pay Systems Review

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Christine Zenteno  
April 15, 2024



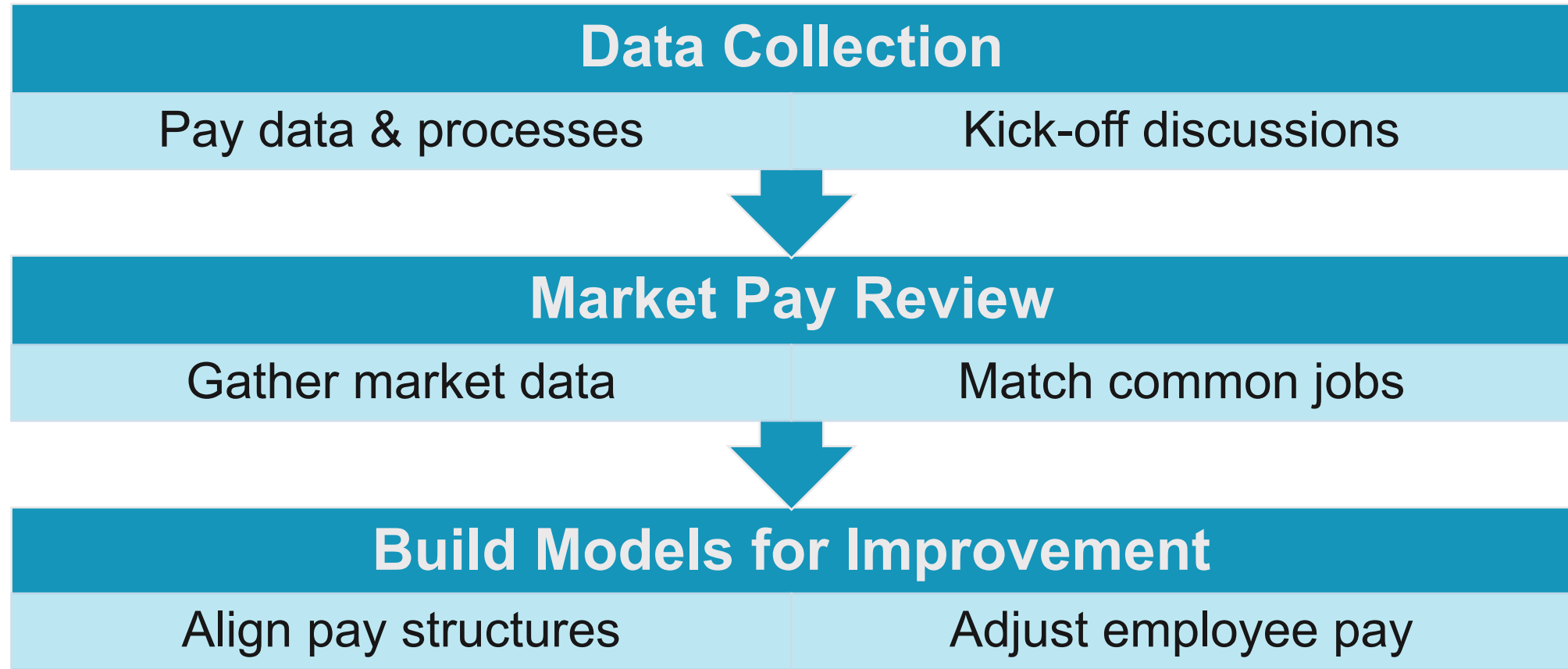
HR Services

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# TASB Pay Study Process

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# Pay System Objectives

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- **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

# Strategies for Pay System Control

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

# Market Pay Strategy

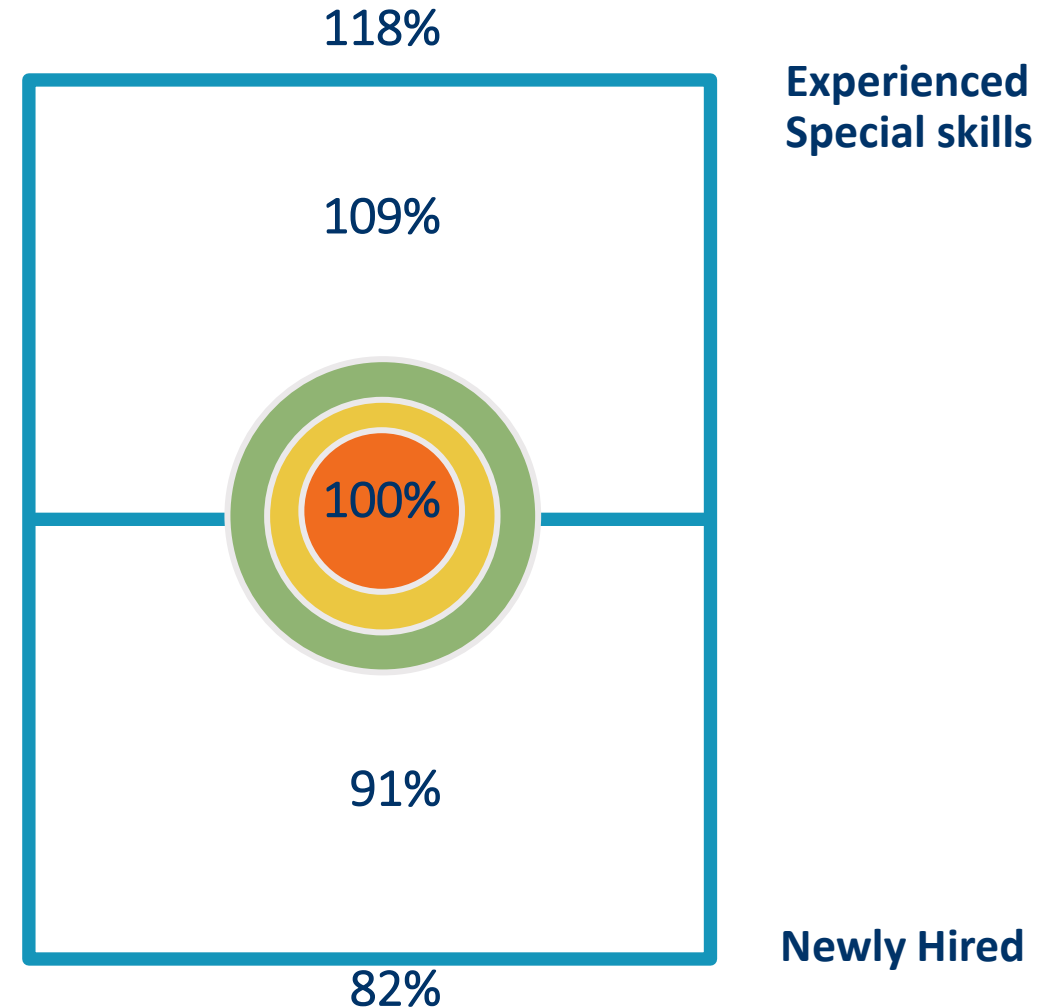
Midpoint rate is intentionally set:

- Market value
- District goals

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

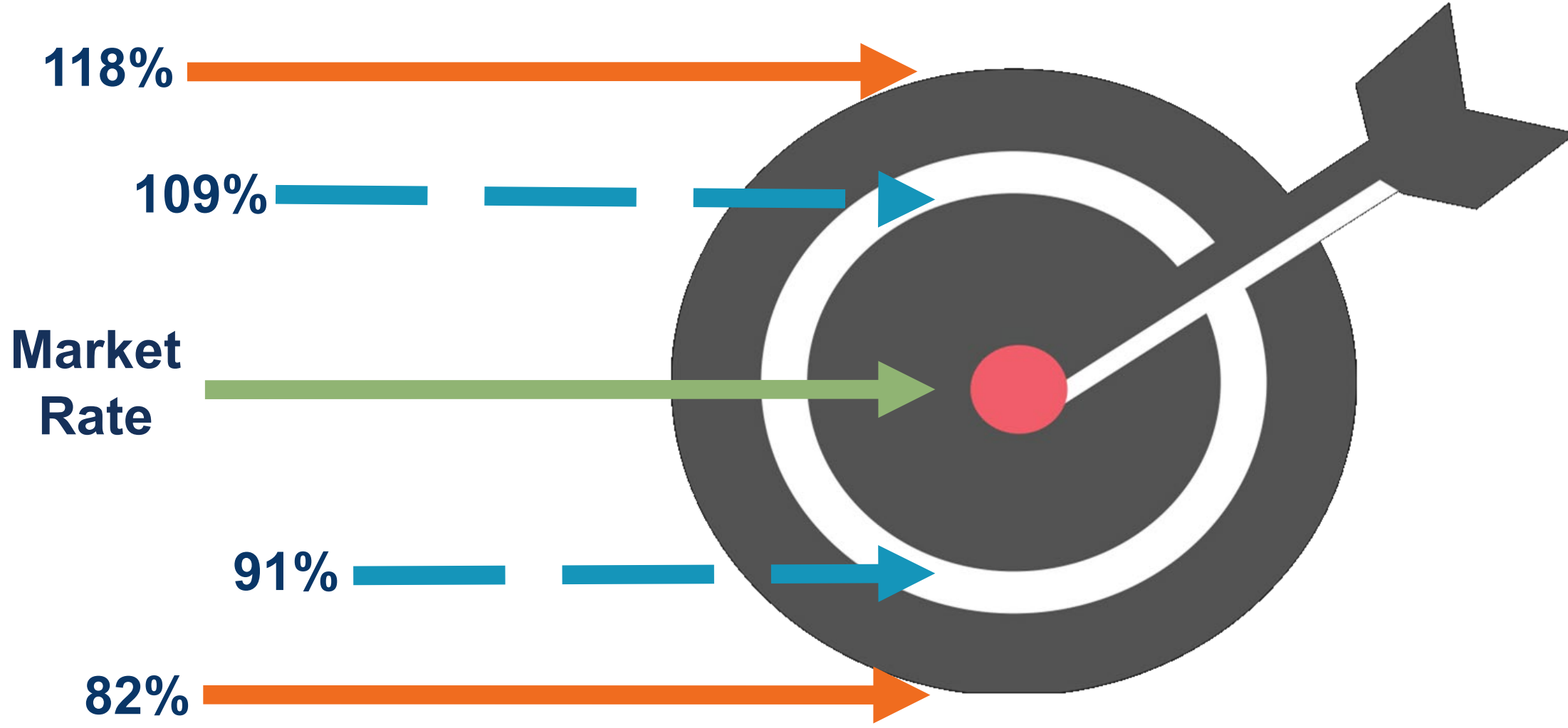
Goal is to pay employees near target rate.

Target rate is adjusted regularly.



# Market Pay Strategy

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# Market Districts

	District	ESC Region	Student Enrollment	Number of FTE	UIL Class	Teacher	Exempt & Nonexempt	Stipends
1	Azle ISD	11	7,221	1,059	5A	X	X	X
2	Burleson ISD	11	12,865	1,594	5A	**		
3	Carroll ISD	11	8,462	1,124	6A	**		X
4	Castleberry ISD	11	3,710	583	4A	X	X	X
5	Cleburne ISD	11	7,084	1,157	5A	X	X	X
6	Eagle Mountain-Saginaw ISD	11	23,328	3,024	6A	X	X	
7	Fort Worth ISD	11	72,783	9,964	4A	X	X	
8	Granbury ISD	11	7,954	1,192	5A	X	X	X
9	Joshua ISD	11	6,059	907	5A	X	X	X
10	Keller ISD	11	34,078	4,324	6A	X	X	X
11	Northwest ISD	11	30,100	3,600	6A	X	X	X
12	Weatherford ISD	11	8,211	1,183	6A	X	X	X
13	White Settlement ISD	11	6,817	887	5A	X	X	
	<b>Aledo ISD</b>	<b>11</b>	<b>7,857</b>	<b>888</b>	<b>5A</b>	<b>13</b>	<b>11</b>	<b>9</b>

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

## Other Ft. Worth Metro Area Market Sources

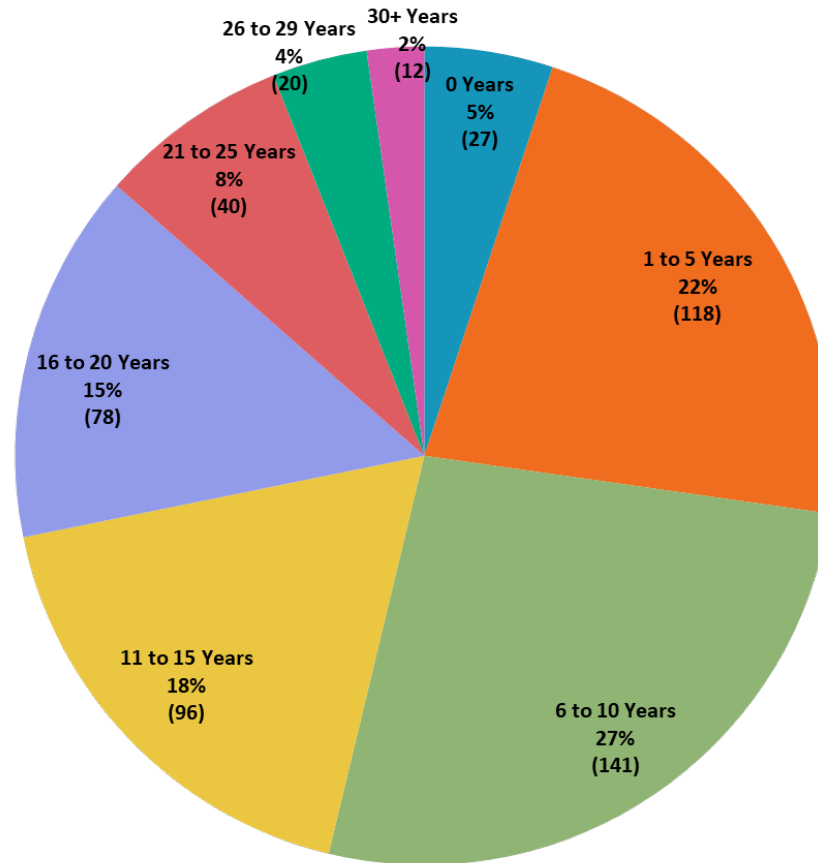
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- Economic Research Institute
- CompAnalyst



# Teachers – Demographics

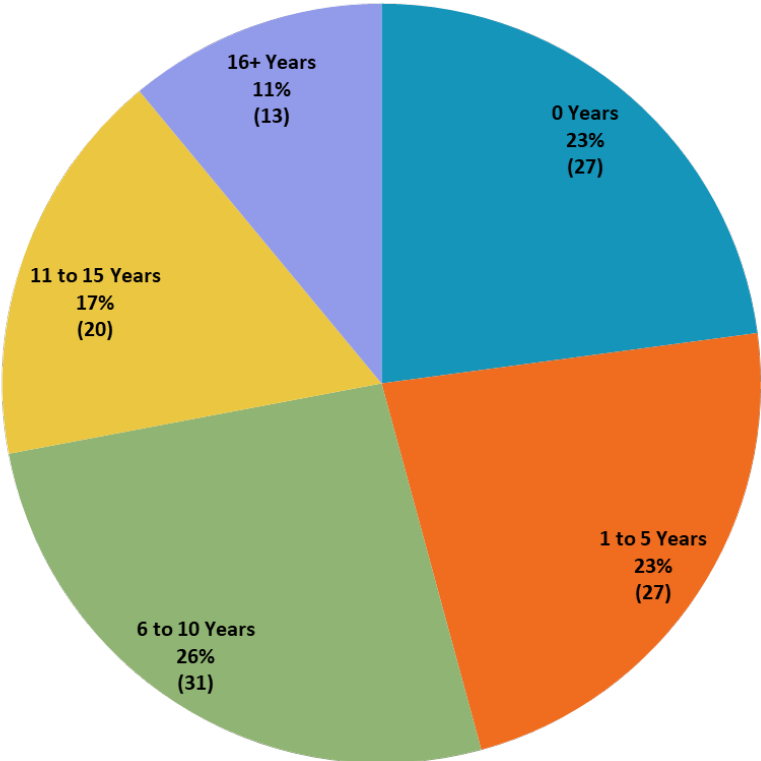
## Experience of Current Teachers, and Librarians



532 Teachers and Librarians

# Teachers – Demographics

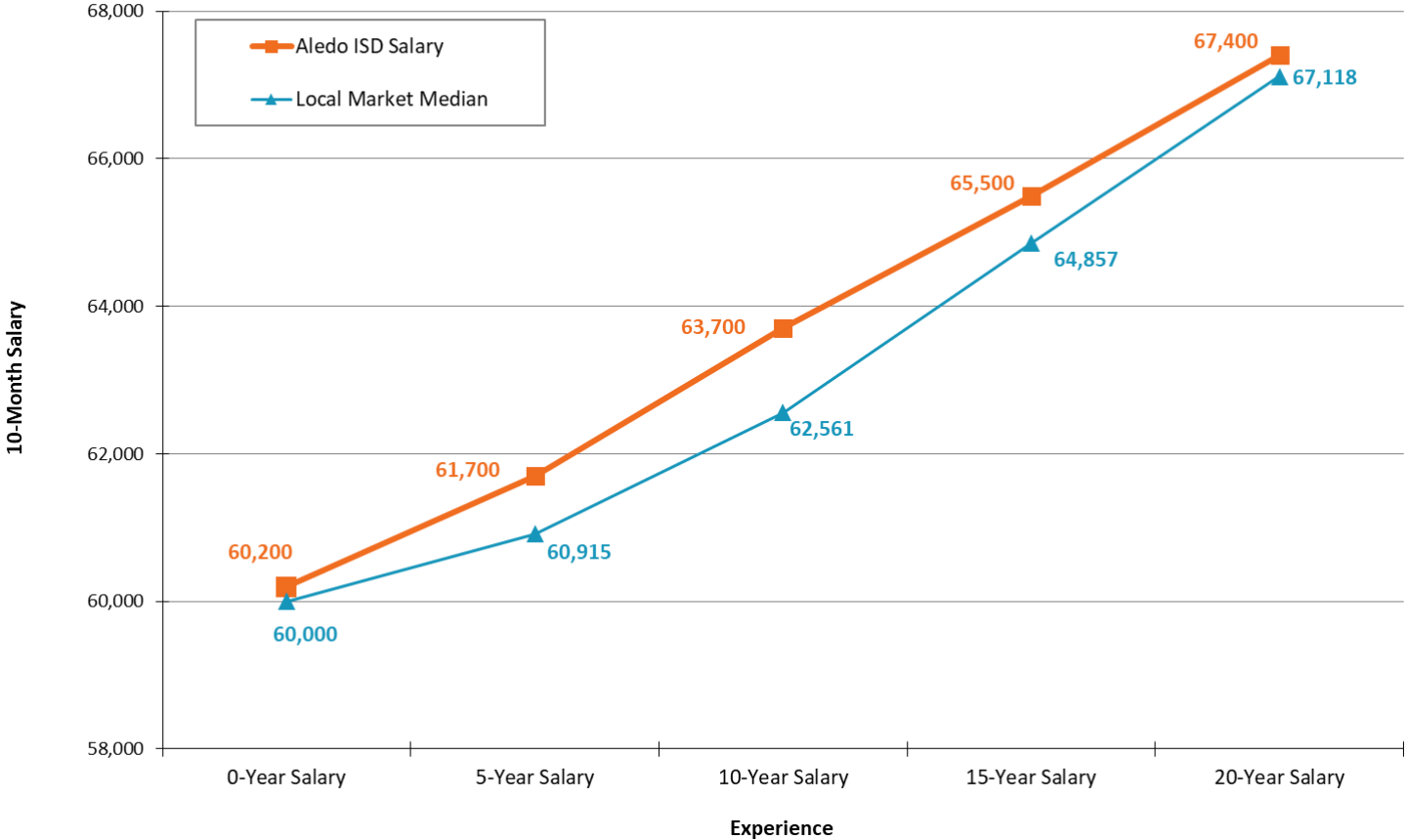
## Experience of Newly Hired Teachers, and Librarians



118 Teachers and Librarians  
with 0 years of local experience in 2023-2024

# Teachers – Market Graph

Teacher Salary Plan, 2023-2024  
Market Comparison



# Teachers – Market Salaries

	0 - Years	5 - Years	10 - Years	15 - Years	20 - Years	Average Salary
<b>Aledo ISD Salary</b>	\$60,200	\$61,700	\$63,700	\$65,500	\$67,400	\$64,147
<b>Local Market Median</b>	\$60,000	\$60,915	\$62,561	\$64,857	\$67,118	\$64,534
<b>Percent of Market</b>	100%	101%	102%	101%	100%	99%
<b>Difference from Market</b>	\$200	\$785	\$1,139	\$643	\$282	(\$387)

# Teachers – Market Stipends

Stipend	Aledo ISD	Median Stipend	Districts Reporting
General Master's Degree	\$1,000	\$1,400	11 of 11
Secondary Math	--	\$3,000	1 of 11
Secondary Science	--	\$3,000	1 of 11
Bilingual	--	\$4,535	10 of 11
Special Education High Needs	--	\$3,000	5 of 11

# Administrators – Market Salaries

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Pay Group	Employee Pay to Market	Pay Grade Midpoint to Market	Pay Grade Minimum to Market	Number of Benchmarks
<b>Central Administration</b> (Director and above)	99%	101%	--	16
<b>Campus Administration</b> (Principal/Assistant Principal)	100%	102%	--	7
<b>Professional Support</b> (Special Programs, Librarians, Counselor, etc.)	99%	100%	--	21

# Clerical/Paraprofessional – Market Salaries

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<b>Pay Group</b>	<b>Employee Pay to Market</b>	<b>Pay Grade Midpoint to Market</b>	<b>Pay Grade Minimum to Market</b>	<b>Number of Benchmarks</b>
<b>Clerical &amp; Technical</b>	98%	98%	102%	19
<b>Campus Instructional Aides</b>	104%	112%	105%	6

# Auxiliary – Market Salaries

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Pay Group	Employee Pay to Market	Pay Grade Midpoint to Market	Pay Grade Minimum to Market	Number of Benchmarks
<b>Auxiliary</b> (Police, Child Development Center, Child Nutrition, Transportation, Maintenance)	98%	98%	102%	17



# Extra Duty – Market Stipends

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Stipend Group	Average Market Difference	Number of Benchmarks
<b>Athletics</b>	+ \$1,329	32
<b>Performing Arts &amp; Academics</b>	+ \$462	25

# Recommendation 1

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Implement pay structure adjustments to align with market

- Strong starting salaries
- Midpoints aligned with market

# Recommendation 2

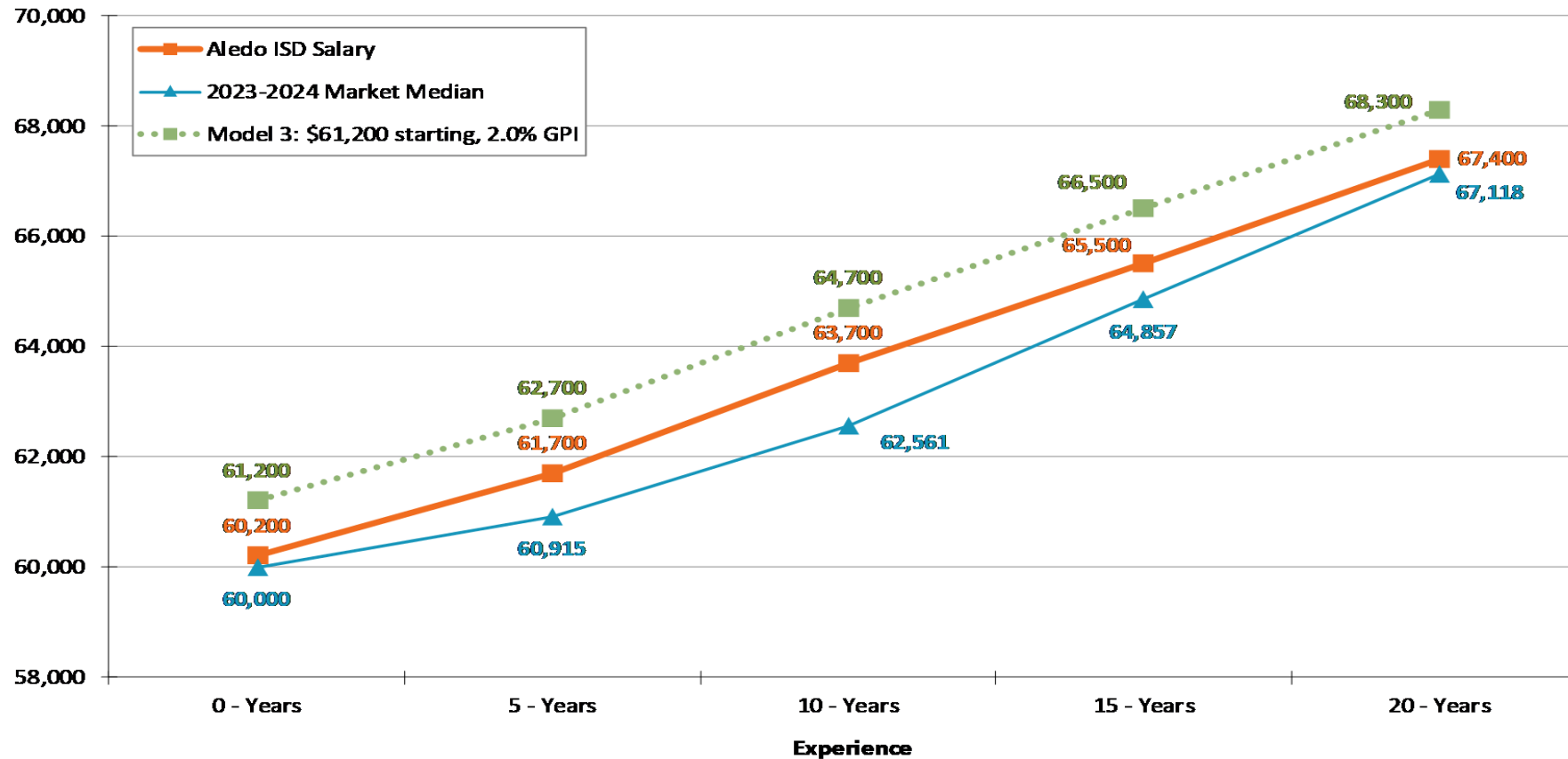
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## Adopt a general pay increase (GPI) to maintain market position

- Model 1: 2 percent GPI, which includes a \$1,300 increase for all continuing teachers. All other groups receive a 2% GPI
- Model 2: 3 percent GPI, which includes a \$1,950 increase for all continuing teachers. All other groups receive a 3% GPI
- 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

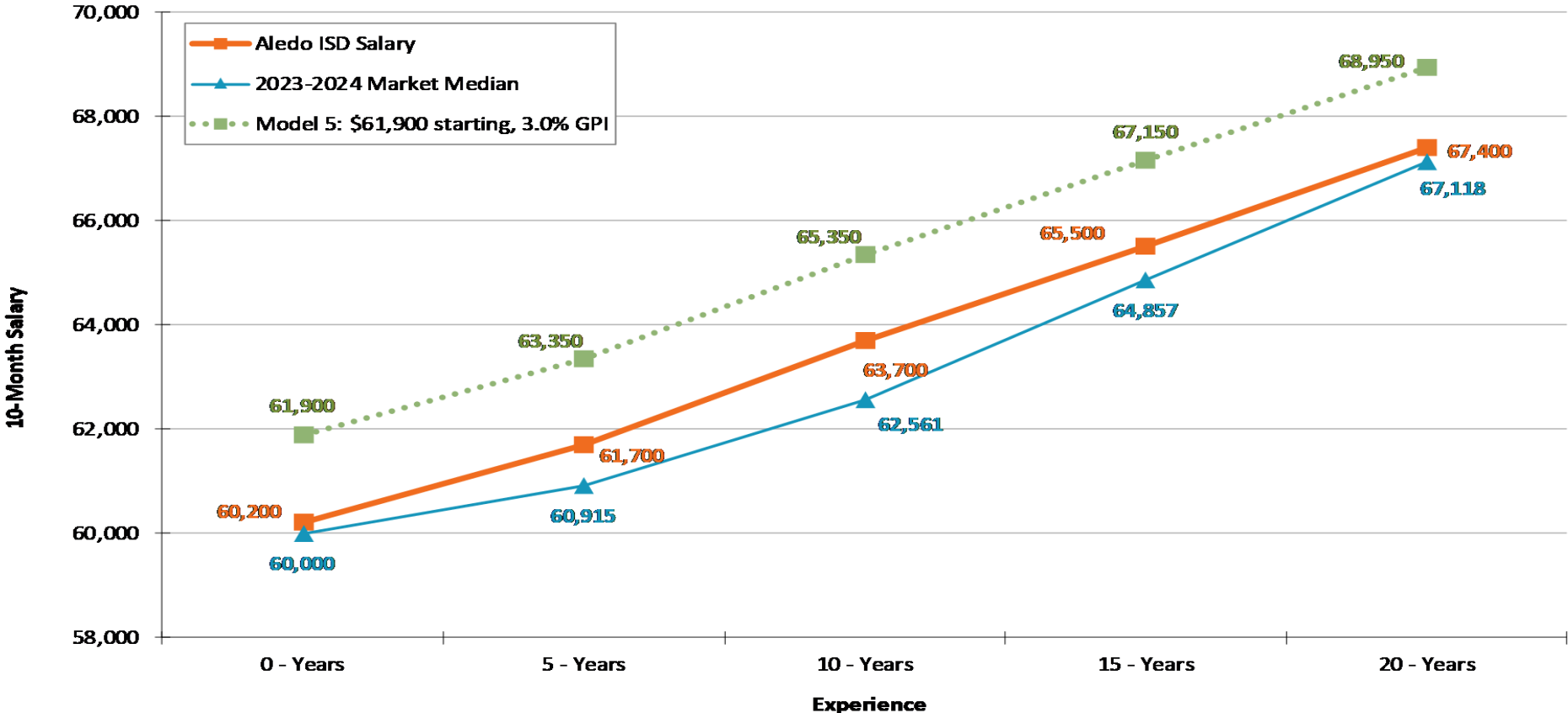
# Recommendation 2

Teacher Salary Plan 2023-2024 Market Comparison  
Model 1: \$61,200 starting, 2.0% GPI



# Recommendation 2

Teacher Salary Plan 2023-2024 Market Comparison  
Model 2: \$61,900 starting, 3.0% GPI



# Recommendation 3

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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

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## Stipend Adjustments

- Adopt proposed extracurricular stipend schedule
- Increase identified stipend amounts to the recommended levels to improve competitiveness with the market

# Cost – Model 1 (2.0%)

Model 1			
Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers and Librarians	\$691,168	\$0	\$691,168
Administrative/Professional	\$271,945	\$55,295	\$327,240
Clerical/Paraprofessional	\$86,639	\$4,664	\$91,303
Auxiliary	\$97,311	\$31,186	\$128,497
Extra Duty Stipends		\$5,125	\$5,125
<b>Total</b>	<b>\$1,147,063</b>	<b>\$96,270</b>	<b>\$1,243,333</b>
<b>% of Current Costs</b>	<b>2.0%</b>	<b>0.2%</b>	<b>2.2%</b>



# Cost – Model 2 (3.0%)

Model 2			
Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers and Librarians	\$1,036,757	\$0	\$1,036,757
Administrative/Professional	\$407,921	\$26,610	\$434,531
Clerical/Paraprofessional	\$129,711	\$2,109	\$131,820
Auxiliary	\$146,506	\$19,128	\$165,634
Extra Duty Stipends		\$5,125	\$5,125
<b>Total</b>	<b>\$1,720,895</b>	<b>\$52,972</b>	<b>\$1,773,867</b>
<b>% of Current Costs</b>	<b>3.0%</b>	<b>0.1%</b>	<b>3.1%</b>

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