

Brownsville ISD

Pay Maintenance Review

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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

Market Pay Strategy

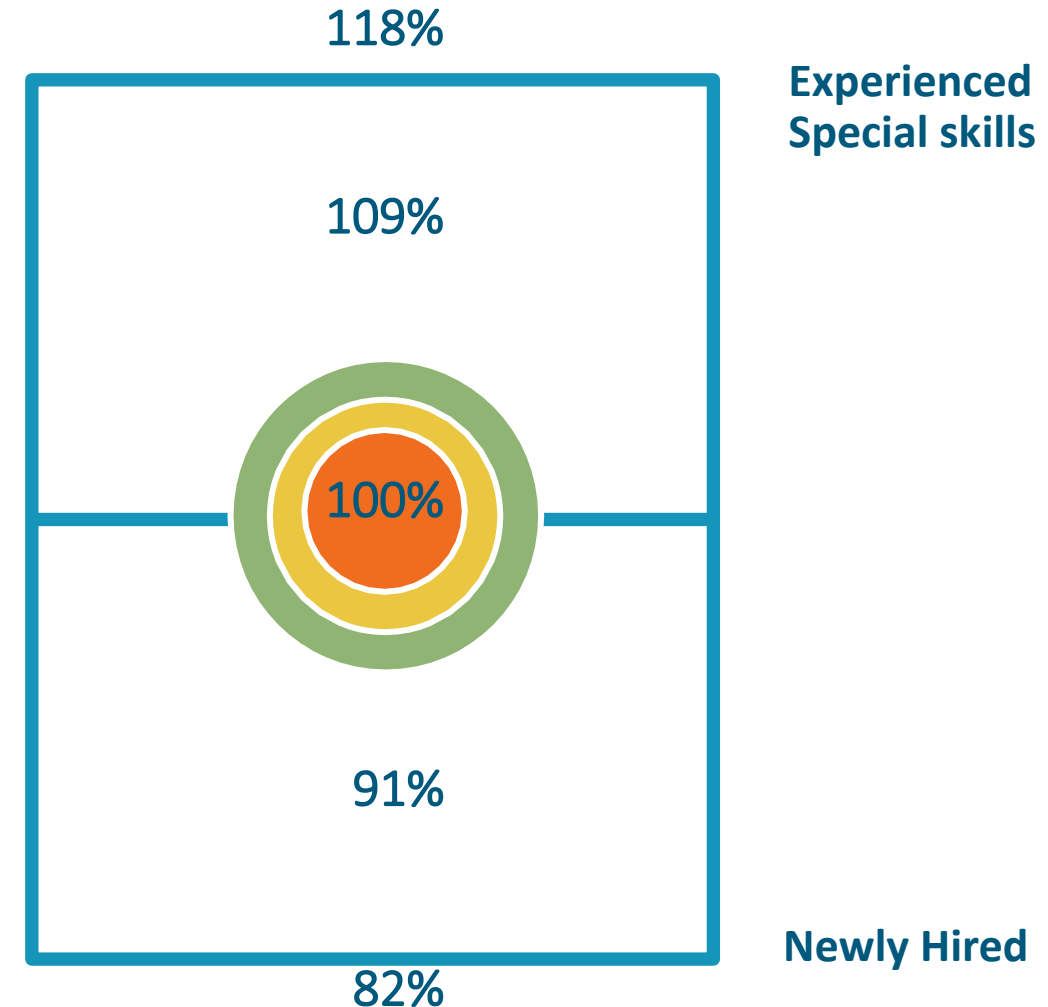
Midpoint rate is intentionally set:

- 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 Districts

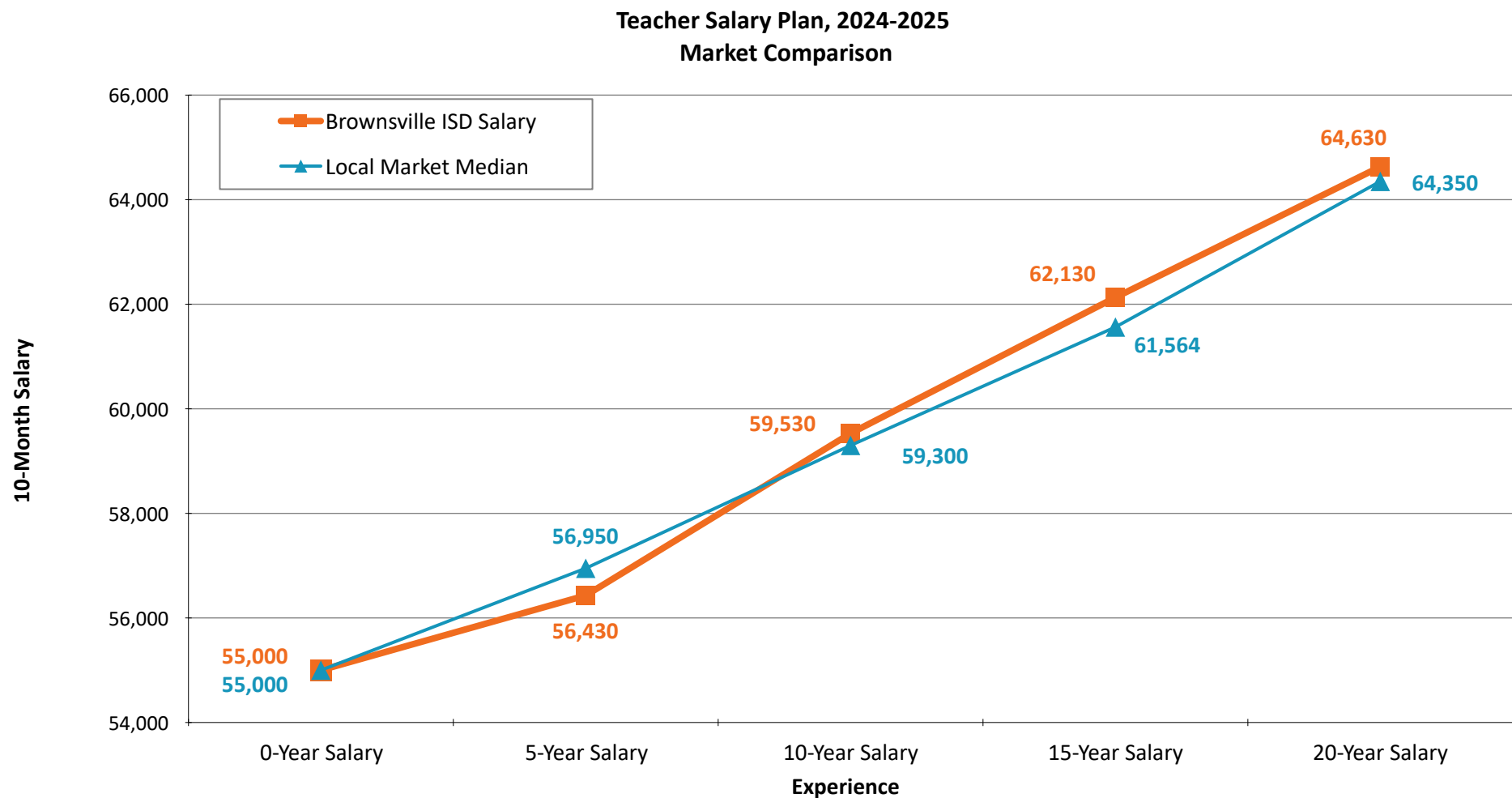
	District	ESC Region	Student Enrollment	Number of FTE	Teacher, Exempt, Nonexempt
1	Donna ISD	01	13,165	2,257	**
2	Harlingen CISD	01	17,034	2,709	X
3	La Joya ISD	01	24,804	4,018	**
4	Laredo ISD	01	20,932	3,620	X
5	Los Fresnos CISD	01	10,371	1,827	X
6	McAllen ISD	01	19,916	3,275	X
7	Mission CISD	01	14,350	2,313	X
8	North East ISD	20	59,007	8,066	X
9	Pharr-San Juan-Alamo ISD	01	29,397	4,531	X
10	San Antonio ISD	20	45,255	7,028	X
11	San Benito CISD	01	9,127	1,561	X
12	Sharyland ISD	01	9,732	1,350	X
13	United ISD	01	40,732	6,311	X
14	Weslaco ISD	01	16,268	2,221	X
Brownsville ISD		01	36,008	5,674	14

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

Other Brownsville Area Market Sources

- CompAnalyst
- Payfactors by Payscale

Teachers – Market Graph



Teachers – Market Salaries

	0 - Years	5 - Years	10 - Years	15 - Years	20 - Years	Average Salary
Brownsville ISD Salary	\$55,000	\$56,430	\$59,530	\$62,130	\$64,630	\$63,808
Local Market Median	\$55,000	\$56,950	\$59,300	\$61,564	\$64,350	\$62,014
Percent of Market	100%	99%	100%	101%	100%	103%
Difference from Market	\$0	(\$520)	\$231	\$567	\$281	\$1,794

Teachers – Market Stipends

Stipend	Brownsville ISD	Median Stipend	Districts Reporting
Master's Degree – General	\$1,500	\$1,000	11 of 12
Master's Degree – Subject-Area	\$3,000	\$2,000	10 of 12
Secondary Math	\$3,500	\$2,500	9 of 12
Secondary Science	\$2,500	\$2,500	9 of 12
Special Education – General/Resource	\$2,500 - \$4,500	\$1,500	11 of 12
Special Education – High Needs	\$5,500	\$2,500	12 of 12
Bilingual	\$1,260	\$1,200	11 of 12

Admin/Professional – Market Salaries

Pay Group	Employee Pay to Market	Pay Grade Midpoint to Market	Pay Grade Minimum to Market	Number of Benchmark Jobs
Central Administration	96%	96%	--	25
Counselors	105%	106%	--	3
Campus Administration	107%	108%	--	7
Professional	104%	103%	--	27
Technology	97%	98%	97%	9
Police	93%	96%	103%	6

Clerical/Para – Market Salaries

Pay Group	Employee Pay to Market	Pay Grade Midpoint to Market	Pay Grade Minimum to Market	Number of Benchmark Jobs
Clerical Administrative Support	100%	102%	98%	25
Instructional Support	111%	119%	115%	6
Auxiliary	98%	101%	104%	24

Recommendation 1

Implement pay structure adjustments to align with market

- Improved starting salaries
- Midpoints closely aligned with market

Recommendation 2

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

- Model 1: 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 2 – 2.0% GPI

2024-2025 Years of Exp	2024-2025 New Hire Salary	+	2.0% General Pay Increase	+	Additional Adjustment	=	2025-2026 Years of Exp	2025-2026 Proposed New Hire Salary
							0	→ \$56,000
0	→ \$55,000	+	\$1,250	+		=	1	\$56,250
1	\$55,230	+	\$1,250	+		=	2	\$56,480
2	\$55,430	+	\$1,250	+		=	3	\$56,680
3	\$55,730	+	\$1,250	+		=	4	\$56,980
4	\$56,030	+	\$1,250	+	\$600	=	5	\$57,880
5	\$56,430	+	\$1,250	+	\$600	=	6	\$58,280
6	\$56,930	+	\$1,250	+	\$500	=	7	\$58,680
7	\$57,430	+	\$1,250	+	\$400	=	8	\$59,080
8	\$58,030	+	\$1,250	+	\$200	=	9	\$59,480
9	\$58,630	+	\$1,250	+	\$400	=	10	\$60,280
10	\$59,530	+	\$1,250	+		=	11	\$60,780
11	\$60,030	+	\$1,250	+		=	12	\$61,280
12	\$60,530	+	\$1,250	+		=	13	\$61,780
13	\$61,030	+	\$1,250	+		=	14	\$62,280
14	\$61,530	+	\$1,250	+		=	15	\$62,780

Current Market Median		
Value	Compare Before	Compare After

0 Years

55,000	100%	102%
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5 Years

56,950	99%	102%
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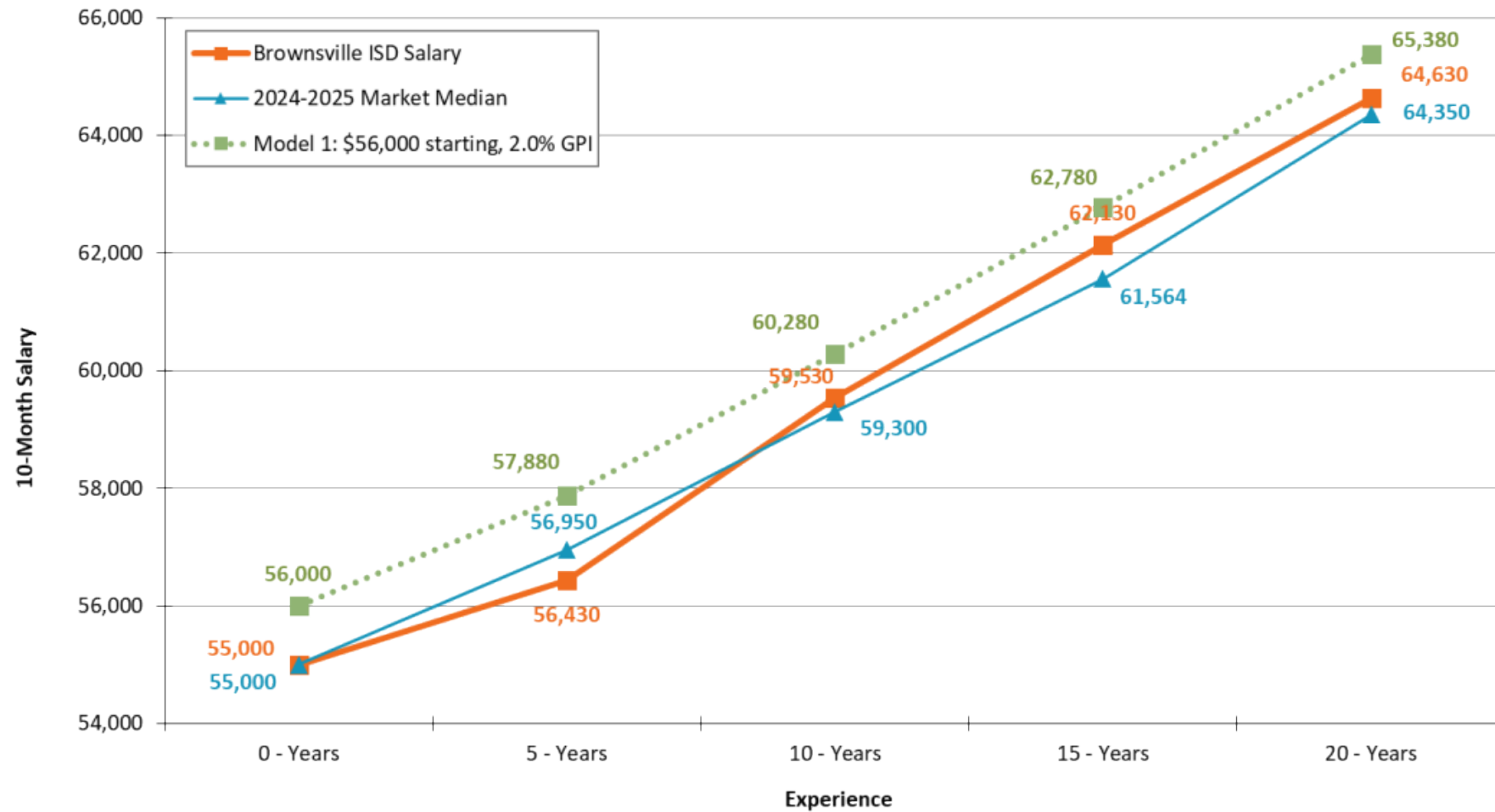
10 Years

59,300	100%	102%
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15 Years

61,564	101%	102%
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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

Cost – Model 1 (2.0%)

Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers	\$3,181,355	\$141,551	\$3,322,906
Counselor	\$208,080	\$0	\$208,080
Administrator Educator	\$409,240	\$28,415	\$437,655
Administrator Business Management	\$112,916	\$24,300	\$137,216
Professional Instructional Support	\$291,488	\$32,969	\$324,457
Technology	\$58,867	\$19,684	\$78,551
Police & Security	\$132,268	\$76,496	\$208,764
Clerical Administrative	\$344,902	\$173,960	\$518,862
Instructional Support	\$448,352	\$398,419	\$846,771
Manual Trades	\$798,074	\$266,655	\$1,064,729
Total	\$5,985,542	\$1,162,449	\$7,147,991
% of Current Costs	2.0%	0.4%	2.4%

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