



ALEDO ISD BOARD MEETING TEMPLATE

MEETING DATE: April 17, 2023

AGENDA ITEM: Pay Systems Review Report

PRESENTER: Earl Husfeld, Chief Financial Officer and Sherry Taylor, Executive Director of Human Resources

BACKGROUND INFORMATION:

- In the fall of 2022, the District contracted with HR Services at TASB to conduct their annual maintenance review of our employee pay systems in order to compare Aledo ISD with our market. Our market was defined as thirteen (13) selected school districts that are either near us and we often compete with for staff, or districts that are similar in size and/or demographics.
- In order to provide for relevant, year-to-year comparisons, the same thirteen (13) school districts used for the 2021-2022 pay systems review were also used for the 2022-2023 review.
- Nicolle Gee-Guzman, HR Consultant, will share the results of the pay systems review with the Board of Trustees this evening and explain the project activities, data sources, market comparisons, etc.

FISCAL INFORMATION:

None - Informational Report

ATTACHMENT(S):

Pay Systems Review Report

ADMINISTRATIVE RECOMMENDATION:

None - Informational Report

Aledo ISD

Pay Systems Maintenance

Nicolle Gee-Guzman
April 17, 2023

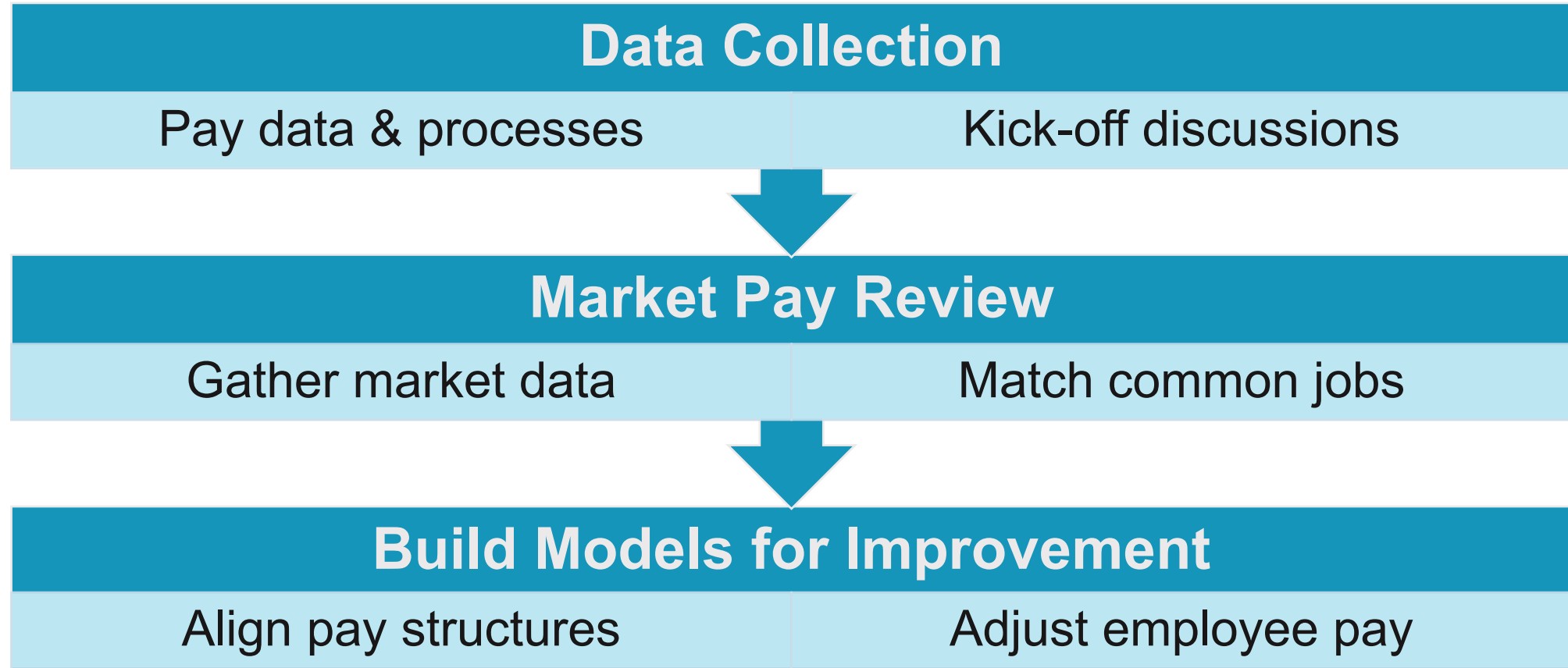


HR Services

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TASB Pay Study Process



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 Districts

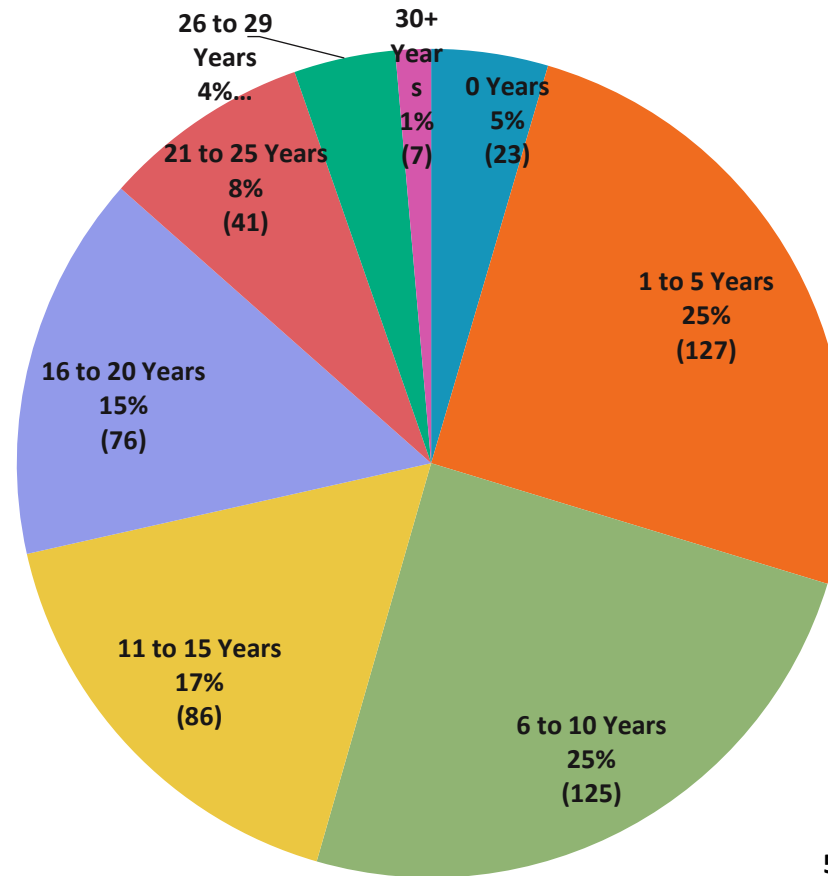
District	ESC Region	Student Enrollment	Number of FTE	Teacher	Exempt & Nonexempt
Azle ISD	11	7,071	1,030	X	X
Burleson ISD	11	12,746	1,598	**	
Carroll ISD	11	8,462	1,124	X	X
Castleberry ISD	11	3,639	540	X	X
Cleburne ISD	11	7,233	1,121	X	X
Eagle Mountain-Saginaw ISD	11	23,109	3,016	X	X
Fort Worth ISD	11	74,850	10,079	X	X
Granbury ISD	11	7,958	1,141	X	X
Joshua ISD	11	5,880	799	X	X
Keller ISD	11	34,813	4,339	X	X
Northwest ISD	11	27,569	2,775	**	
Weatherford ISD	11	8,278	1,169	X	X
White Settlement ISD	11	6,956	884	X	X
<i>Aledo ISD</i>	<i>11</i>	<i>7,327</i>	<i>830</i>	<i>13</i>	<i>11</i>

Other Fort Worth Metro Area Market Sources

- Economic Research Institute
- CompAnalyst

Teachers – Demographics

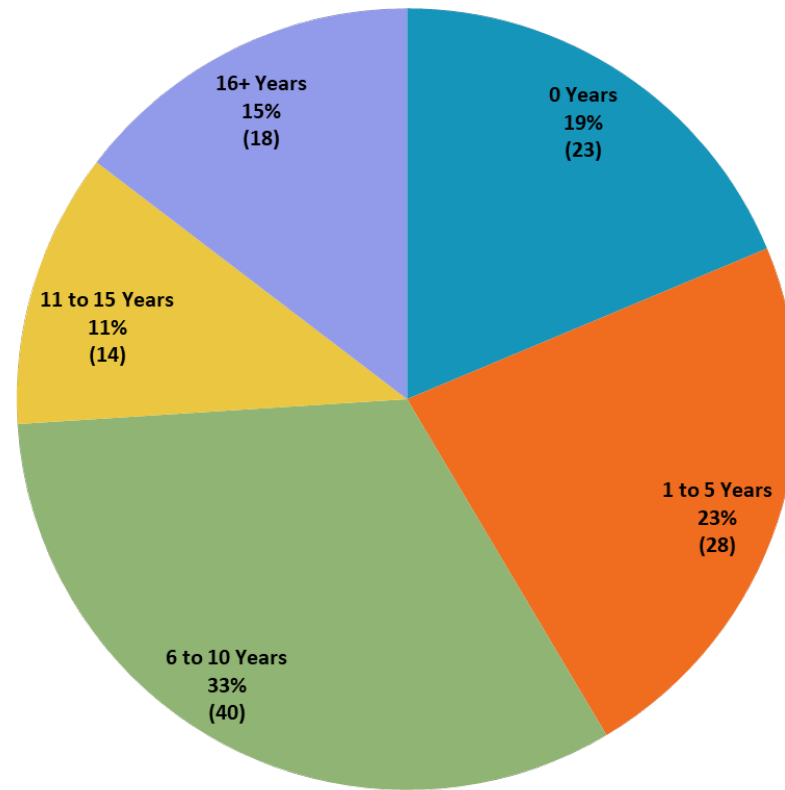
Experience of Current Teachers and Librarians



505 Teachers and Librarians

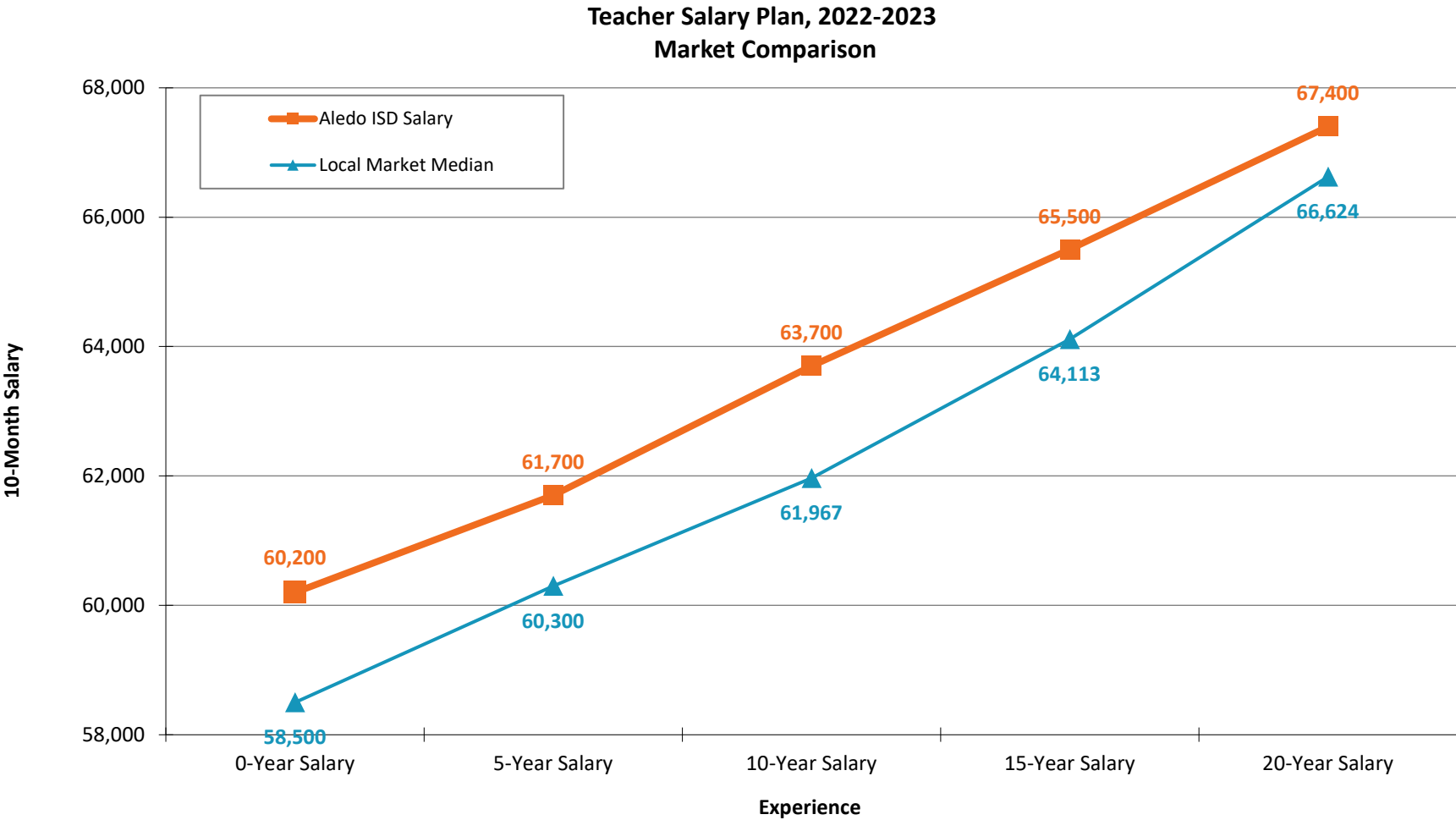
Teachers – Demographics

Experience of Newly Hired Teachers and Librarians



123 Teachers and Librarians
with 0 years of local experience in 2022-2023

Teachers – Market Graph



Teachers – Market Salaries

	0 - Years	5 - Years	10 - Years	15 - Years	20 - Years	Average Salary
Aledo ISD Salary	\$60,200	\$61,700	\$63,700	\$65,500	\$67,400	\$64,111
Local Market Median	\$58,500	\$60,300	\$61,967	\$64,113	\$66,624	\$63,129
% Difference from Market	103%	102%	103%	102%	101%	102%
Difference from Market	\$1,700	\$1,400	\$1,733	\$1,387	\$776	\$982

Teachers – Market Stipends

Stipend	Aledo ISD	Median Stipend	Districts Reporting
General Master's Degree	\$1,000	\$1,250	11 of 11
Secondary Math	--	\$3,000	2 of 11
Secondary Science	--	\$3,000	2 of 11
Special Education Self-Contained	--	\$2,000	3 of 11
Bilingual	--	\$4,000	10 of 11

Administrator/Professional – Market Salaries

Pay Group	Employee Pay to Market	Pay Grade Midpoint to Market	Pay Grade Minimum to Market	Number of Benchmarks
Central Administration (Statewide – Daily Rate)	103%	103%	--	16
Central Administration (Local Market – Daily Rate)	95%	95%	--	16
Campus Administration	102%	102%	--	7
Professional	103%	102%	--	21

Other Pay Groups – Market Salaries

Pay Group	Employee Pay to Market	Pay Grade Midpoint to Market	Pay Grade Minimum to Market	Number of Benchmarks
Clerical Paraprofessional Support	104%	103%	104%	19
Instructional Paraprofessional Support	111%	118%	114%	5
Auxiliary	103%	100%	99%	17

Recommendation 1

Adopt proposed pay structure for the 2023-2024 school year.

- HR Services has recommended four pay structures – three midpoint-based structures for administrative/professional, clerical/paraprofessional, and auxiliary job groups, and one placement structure for teachers and related instructional staff.
- Midpoint-based structures group jobs of similar market value, skill, effort, and responsibility into proposed pay grades with minimum, midpoint, and maximum values.

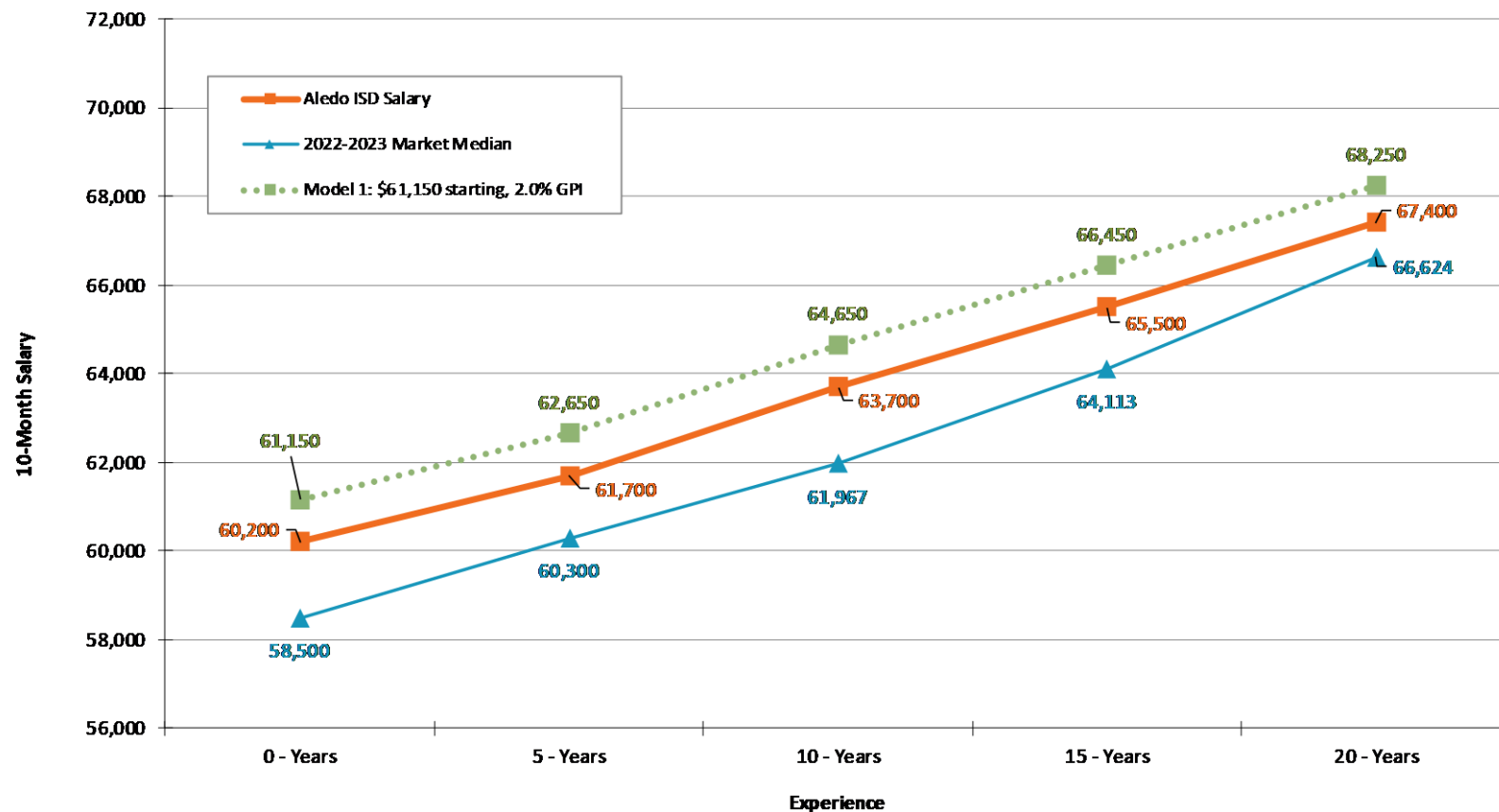
Recommendation 2

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

Teacher Salary Plan 2022-2023 Market Comparison
Model 1: \$61,150 starting, 2.0% GPI



Recommendation 3

Provide adjustments to address market differences and maintain equity

- Increase to 1 percent above minimum
- Teacher pay equity adjustments
- Strategic adjustments

Recommendation 4

Consider including stipends for hard-to-fill teaching assignments

- Special Ed Self-Contained: \$2,000 stipend

Cost – Model 1 (2.0%)

Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers	\$631,873	\$2,070	\$633,943
Administrative/Professional	\$248,448	\$6,076	\$254,524
Clerical/Technical	\$79,607	\$0	\$79,607
Auxiliary	\$99,214	\$6,363	\$105,577
Total	\$1,059,142	\$14,509	\$1,073,651
% of Current Costs	2.0%	0.0%	2.0%

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