

Compensation and the 89th Meeting of the Texas Legislature

April 2025



District Goal 2: Recruitment & Retention of Highly Qualified Staff



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



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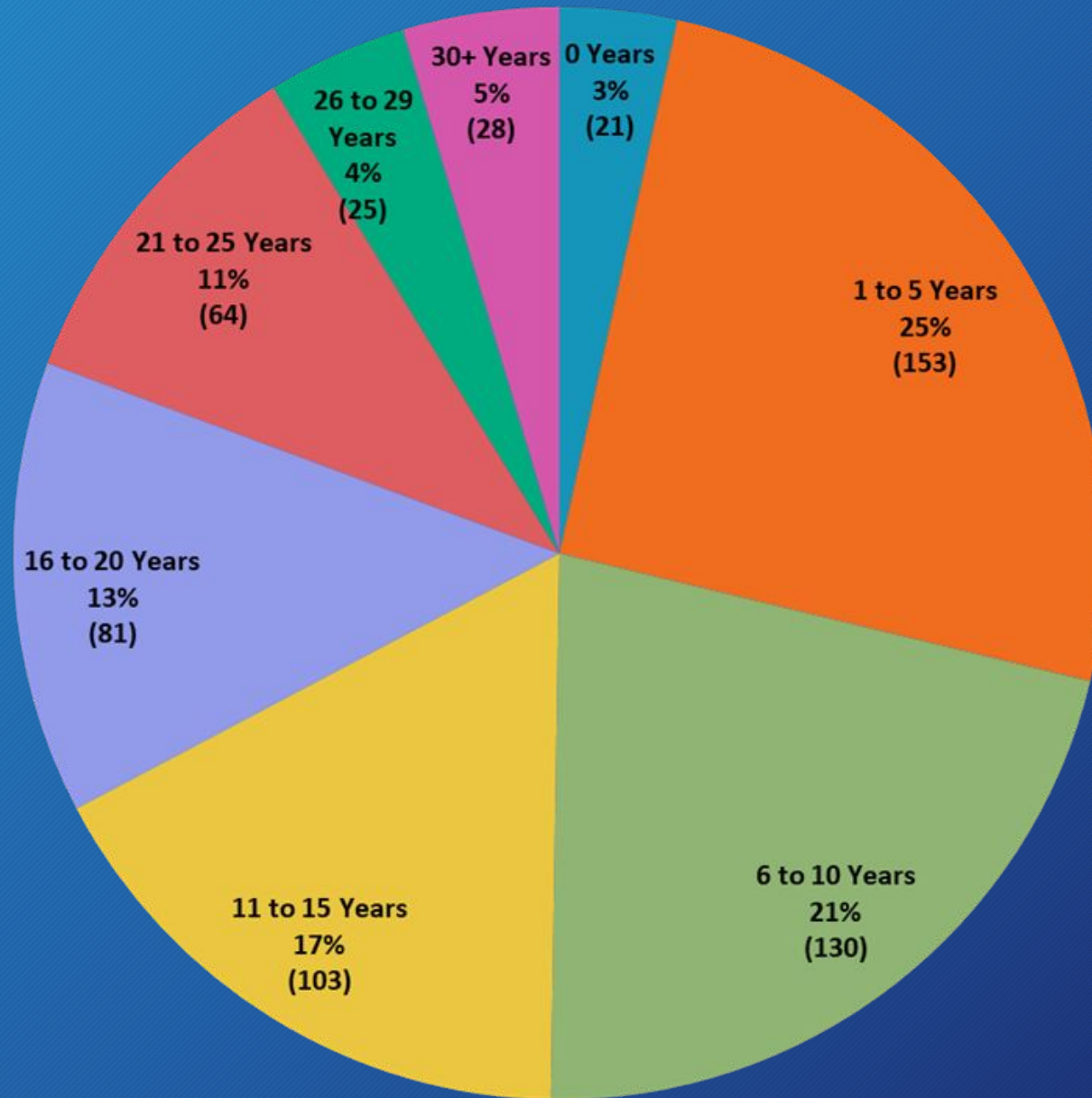
	District	ESC Region	Student Enrollment	Number of FTE	Teacher	Exempt* & Nonexempt
1	Belton ISD	12	13,644	2,034	X	X
2	Bosqueville ISD	12	720	120	X	X
3	Bryan ISD	06	16,036	2,598	X	X
4	China Spring ISD	12	3,010	395	X	X
5	Connally ISD	12	2,270	410	X	X
6	Hillsboro ISD	12	2,011	301	X	X
7	Killeen ISD	12	43,935	6,270	X	X*
8	Lorena ISD	12	1,813	299	X	X
9	Marlin ISD	12	926	181	X	X
10	McGregor ISD	12	1,530	267	X	X
11	Moody ISD	12	722	115	**	
12	Robinson ISD	12	2,390	328	X	X
13	Temple ISD	12	8,615	1,321	X	X
14	Valley Mills ISD	12	665	96	X	X
15	Waco ISD	12	13,429	2,236	X	X
16	Waxahachie ISD	10	10,837	1,595	X	X
Midway ISD-McLennan County		12	8,802	1,342	16	15

* 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.

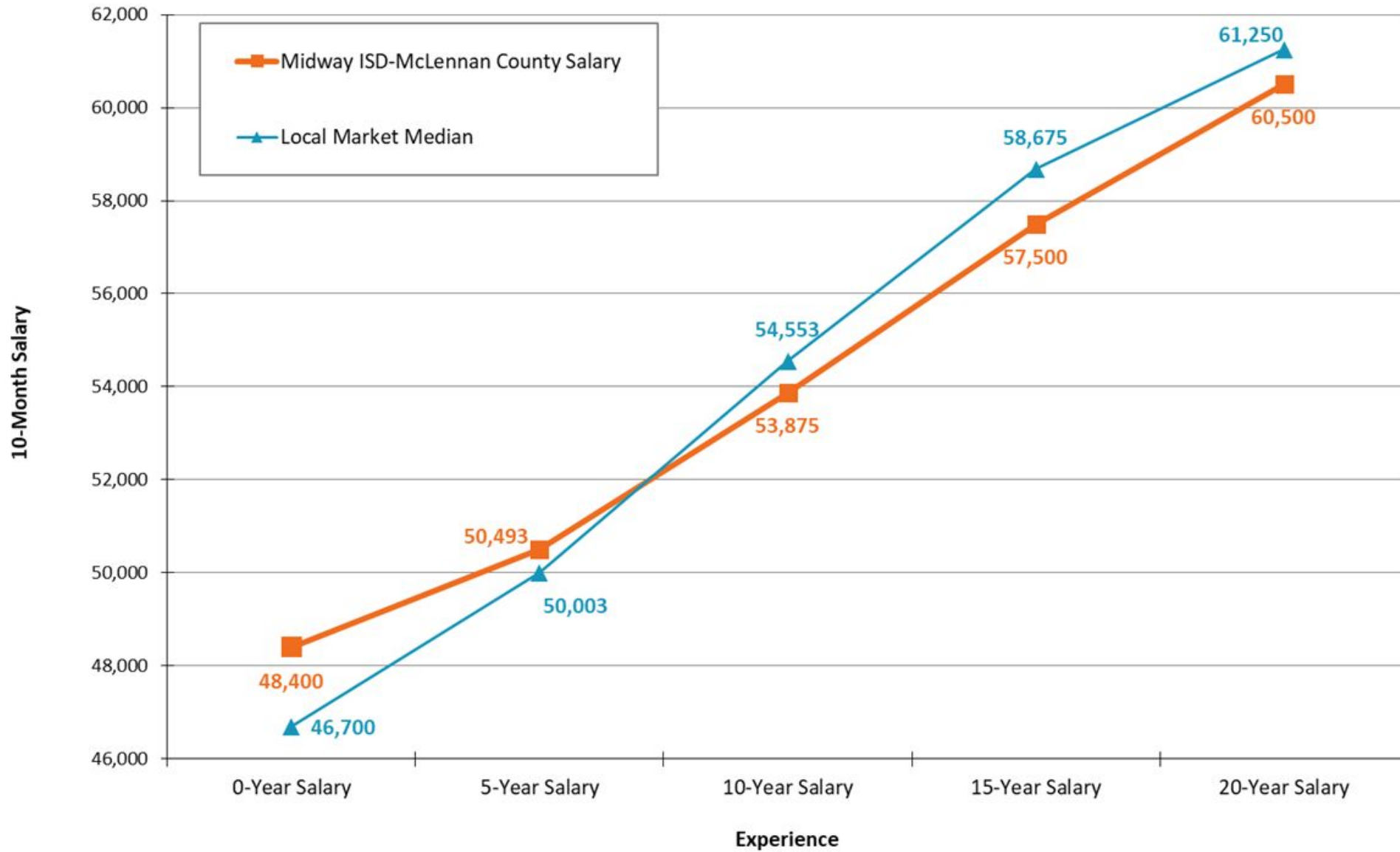


EXPERIENCE



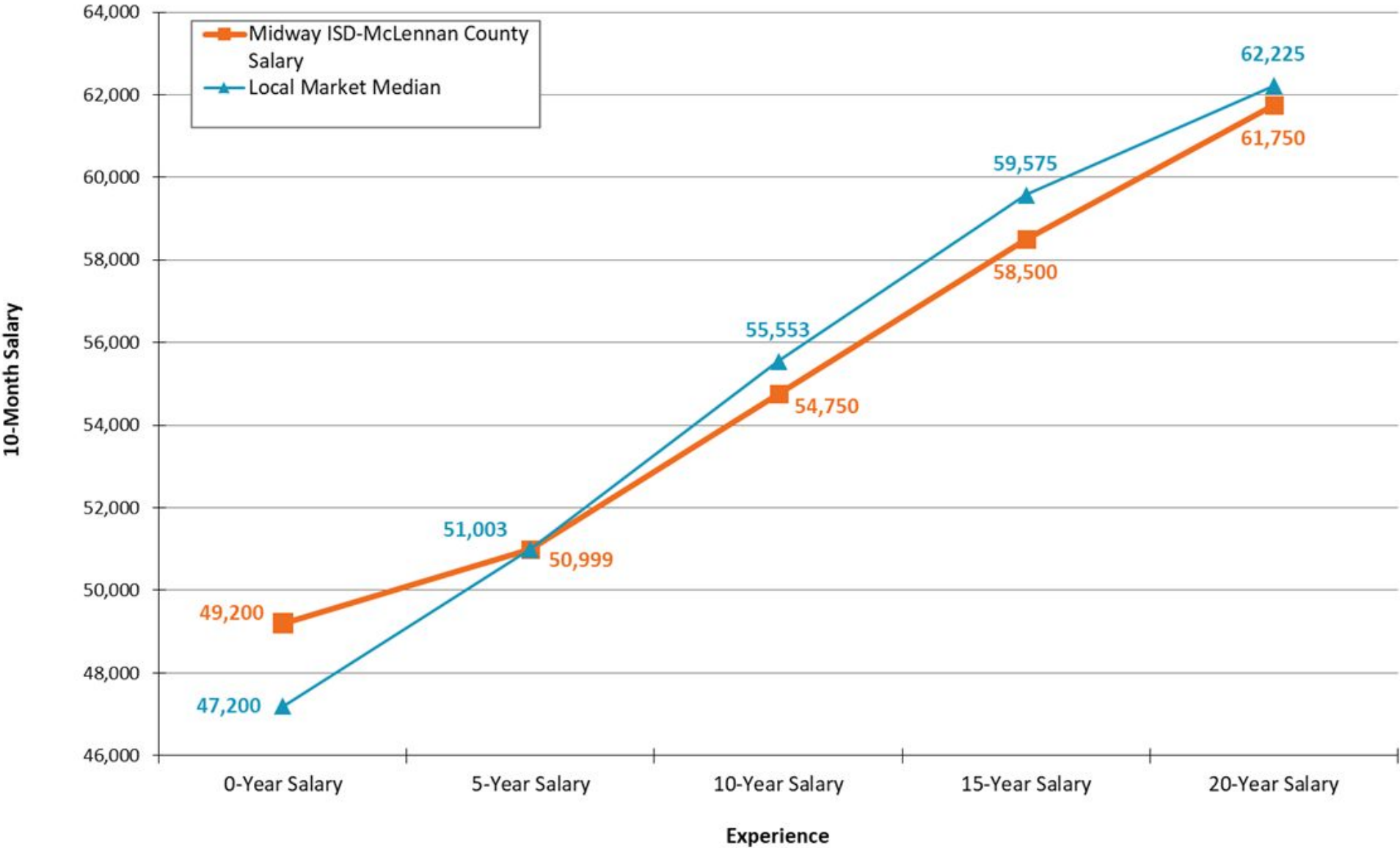
605 Teachers and Librarians

Teacher Salary Plan, 2023-2024 Market Comparison



2023-2024

Teacher Salary Plan, 2024-2025
Market Comparison



2024-2025

Teachers/Librarians - Market Salaries



	0 - Years	5 - Years	10 - Years	15 - Years	20 - Years
Midway ISD Salary	\$49,200	\$50,999	\$54,750	\$58,500	\$61,750
Local Market Median	\$47,200	\$51,003	\$55,553	\$59,575	\$62,225
Percent of Market	104%	100%	99%	98%	99%
Difference from Market	\$2,000	(\$4)	(\$803)	(\$1,075)	(\$475)

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Teachers/Librarians - Market Stipends



Stipend	Midway ISD	Median	Increase?
Master's Degree - General	\$1,000	\$1,000	
Doctorate Degree – General	\$3,000	--	
Secondary Math	\$2,500	\$3,000	\$3000
Secondary Science	\$2,000	\$3,000	\$3000
Special Education - General/Resource	\$1,500	\$1,500	
Special Education - High Needs	\$4,000	\$3,000	\$6000
National Board Certification	\$2,000	--	
Foreign Language	\$1,000	\$2,500	\$2,500

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Other Pay Groups - Market Salaries



Pay Group	Employee Pay to Market	Pay Grade Midpoint to Market	Pay Grade Minimum to Market
Central Administration (S)	96%	100%	--
Central Administration (M)	97%	101%	--
Campus Administration	101%	104%	--
Professional	101%	104%	--
Clerical & Technical	104%	98%	104%
Instructional Support	100%	97%	97%
Auxiliary	103%	102%	112%

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District Goal 2: Recruitment & Retention of Highly Qualified Staff



- 2020 - 2021: Tiered GPI on salary
 - 1.5% Teachers 5+ years
 - 1% all other staff
- 2021 - 2022: 2% GPI on salary, all staff
- 2022 - 2023: 2.5% GPI on paygrade midpoints
- 2023 - 2024: Tiered GPI on paygrade midpoints
 - 2% Administrators/Professionals
 - 3% Teachers
 - 4% Auxiliary/Paraprofessionals
- 2024 - 2025: 2% GPI on paygrade midpoints

HISTORICAL

Potential Revenue Increases: The 89th...Today



- Golden Penny Yield - increase by \$260,000+ (may come through Basic Allotment)
- Basic Allotment: \$100 increase = \$1,000,000
 - Current discussions: \$6,500 = increase between \$3,000,000 - \$3,500,000
- Special Education Adjustments: unknown; bill valued around \$1.7B
- Safety Allotment: possibly doubles current allotment (not much new revenue)
- Teacher Pay Raises: unknown, but proposed for ISDs with *more* than 5,000 students
 - \$2,500 for 3 - 5 year teachers
 - \$5,500 for 5+ year teachers
- Teacher Pay Raises: unknown, but proposed for ISDs with *less* than 5,000 students:
 - \$5,000 for 3 - 5 year teachers
 - \$10,000 for 5+ year teachers
- Way too early to tell/predict how our revenues will change

Summary



- Depending on the 89th session, new revenue could range from \$0 to over \$4,000,000
 - Potential legislative action could include compensation for teachers/librarians (\$5,000 - \$10,000 ea.)
- Considering various compensation scenarios, any recommendation made would not impact fund balance more than \$6,000,000
- Questions driving decisions:
 - Will the state provide a teacher pay raise?
 - If so, what will be the final amount/structure of a state-provided teacher/librarian pay raise?
 - Current bill addresses teachers/librarians with 3+ years of experience only
 - How do we address teachers/librarians with 1-2 years of experience?
 - Will there be an increase to the basic allotment, and if so, by how much?
 - This will influence how we address compensation (whether for “all” or “non-teacher/librarians”)
 - Will the State provide other sources of new revenue? (i.e. SPED, safety, transportation)
 - Will there be a provision of I&S funds that affords some relief to the M&O budget?
 - Are there actions we can take now regardless of State actions? - stipend adjustments

Recommendation later in the agenda
\$250,000



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