



ALEDO ISD BOARD MEETING TEMPLATE

MEETING DATE: April 17, 2018

AGENDA ITEM: TASB HR Services Pay Systems Review

PRESENTER: Earl Husfeld

ALIGNS TO BOARD GOAL(S): Financial/Facilities – The District shall exhibit excellence in financial and facility planning, management, and stewardship.

BACKGROUND INFORMATION:

- In October 2017, the District contracted with Texas Association of School Boards (TASB) HR Services to conduct a comprehensive 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 we often compete with for staff or districts that are similar in size and/or demographics.
- A previous review of this nature was performed by TASB HR Services during the 2015-2016 year with that report presented to the Board of Trustees in April 2016.

ADMINISTRATIVE CONSIDERATIONS:

- Zach Hobbs, HR Consultant with TASB HR Services, 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 NOTE:

None at this time – Informational Report

ADMINISTRATIVE RECOMMENDATION:

None at this time – Informational Report

Pay Systems Review Aledo ISD



Zach Hobbs, HR Consultant

April 17, 2018

This information is provided for educational purposes only to facilitate a general understanding of the law or other regulatory matter. This information is neither an exhaustive treatment on the subject nor is this intended to substitute for the advice of an attorney or other professional advisor. Consult with your attorney or professional advisor to apply these principles to specific fact situations.



Texas Association of School Boards HR Services



TASB Pay Study Process

Data Collection

Pay data & processes

Job description reviews



Market Pay Review

Gather best source data

Match common jobs



Build Models for Improvement

Align pay structures

Adjust employee pay

Strategies for Pay System Control

Assess job value accurately

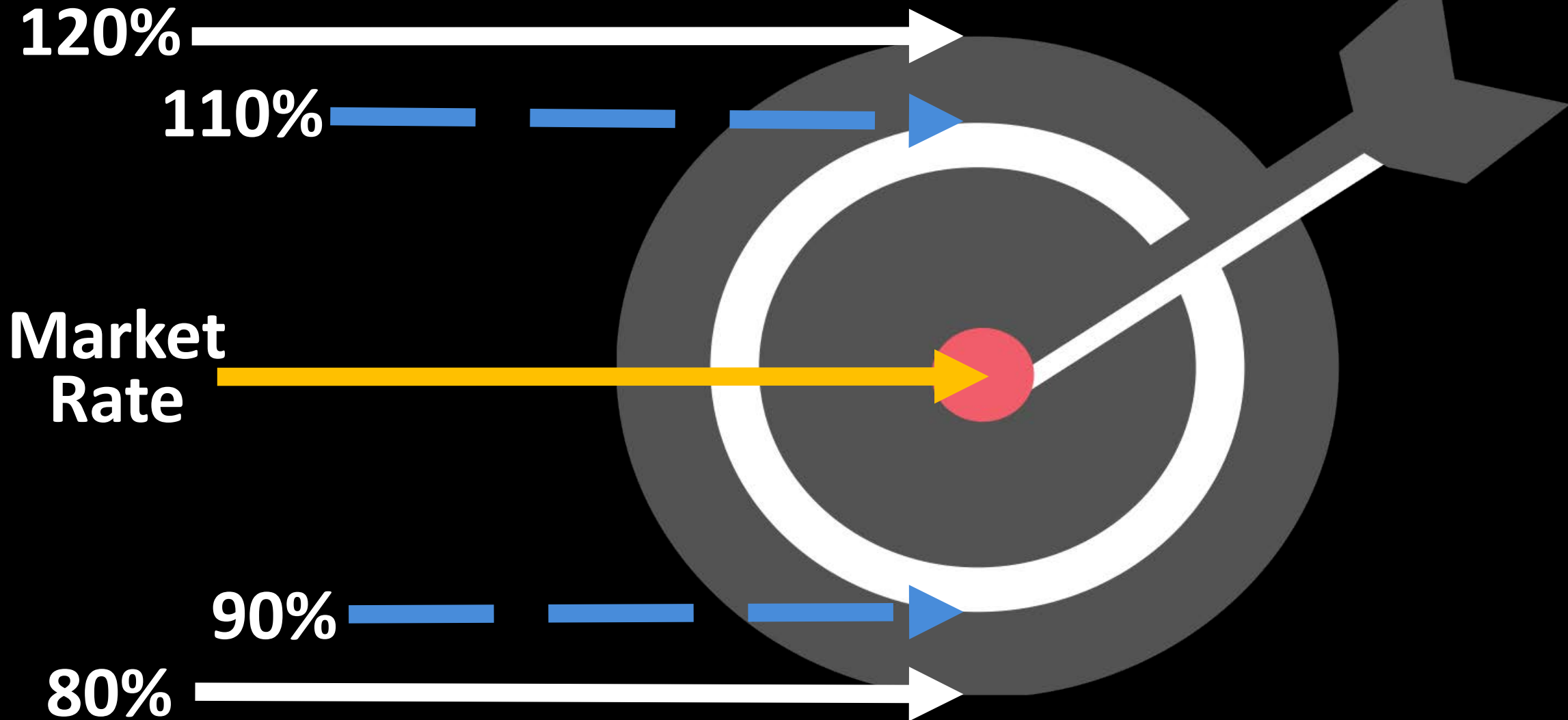
Keep pay ranges competitive

Control pay spread between job incumbents

Accelerate employees to market pay (range midpoint)

Budget sufficiently for pay increases

Understanding Market Pay Strategy



Market Districts

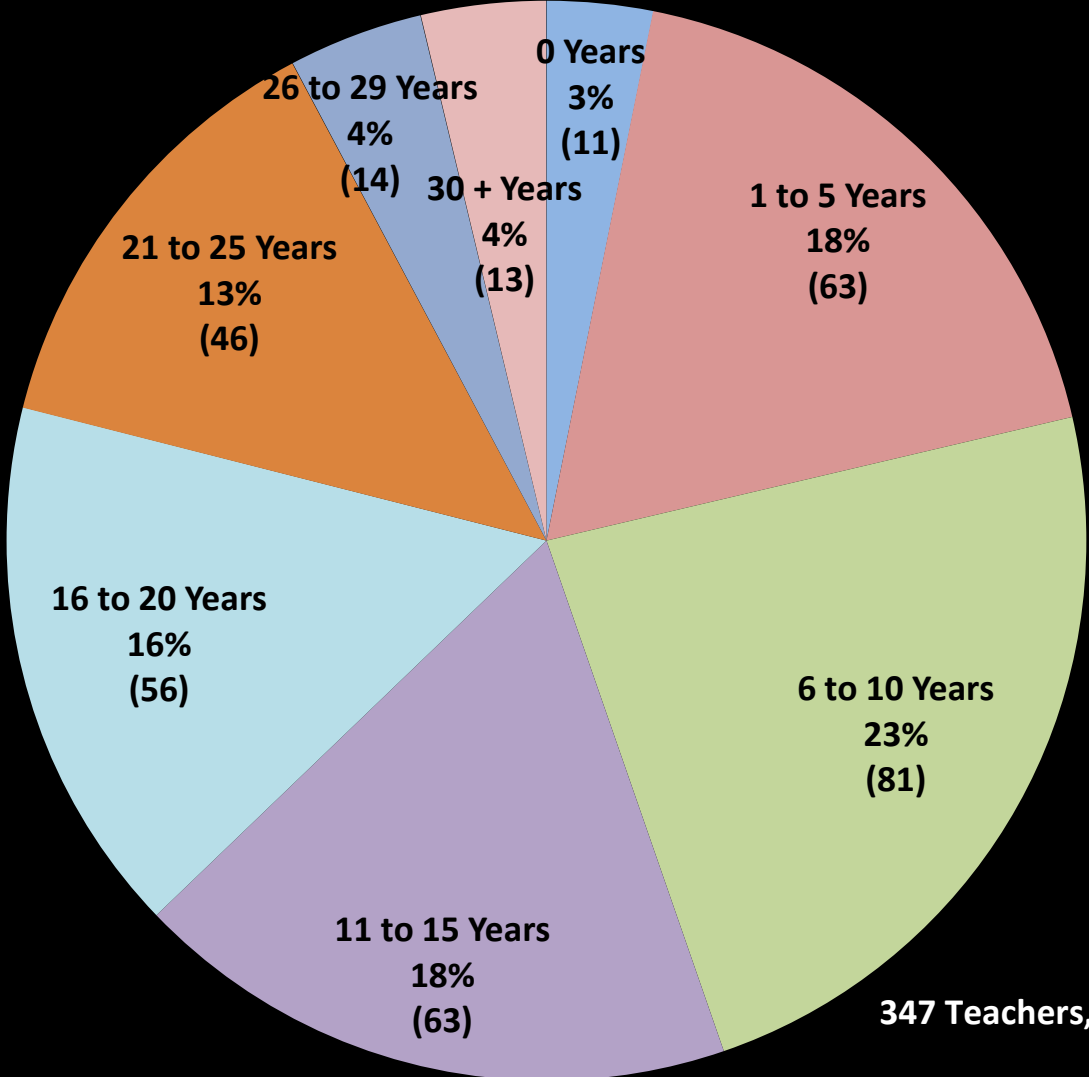
District	Enrollment	Number of Employees
<i>Aledo ISD</i>	<i>5,663</i>	<i>597</i>
Azle ISD	6,467	858
Burleson ISD	12,219	1,753
Carroll ISD	8,312	1,124
Castleberry ISD	4,002	566
Cleburne ISD	6,738	963
Eagle Mountain-Saginaw ISD	19,284	2,418
Fort Worth ISD*	85,935	11,819
Granbury ISD	7,120	881
Joshua ISD	5,500	771
Keller ISD*	34,964	4,049
Northwest ISD*	23,135	2,375
Weatherford ISD	8,107	1,020
White Settlement ISD	6,868	814

Due to enrollment size, Fort Worth ISD, Keller ISD, & Northwest ISD were excluded from the market comparison for single incumbent central administration positions.

Teachers

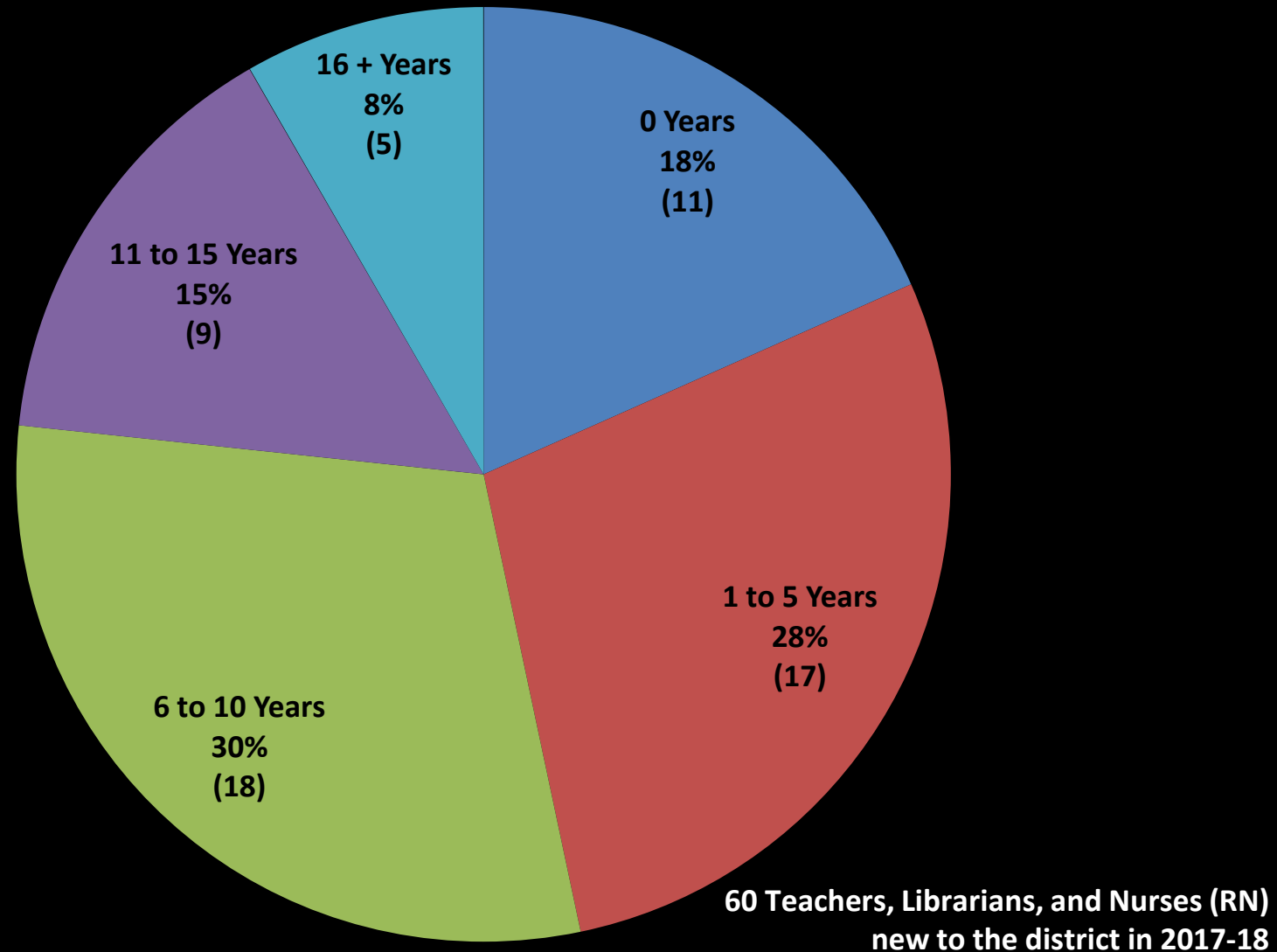
Demographics

Experience of Current Teachers, 2017-18



347 Teachers, Librarians, and Nurses (RN)
in the district in 2017-18

Experience of Newly Hired Teachers, 2017-18



Teachers

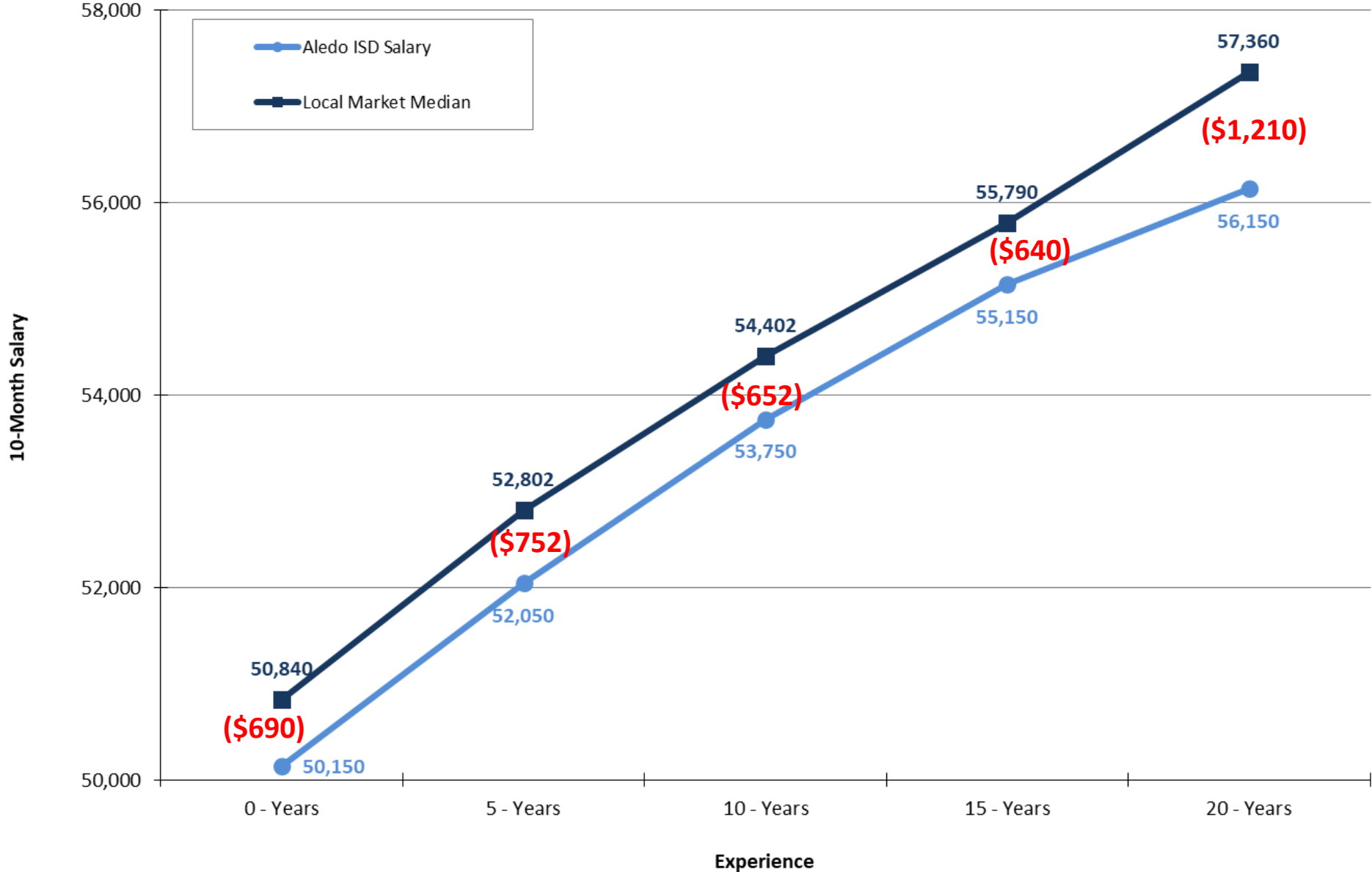
Demographics

Market Comparison

Teacher Market Detail

	0 - Years	5 - Years	10 - Years	15 - Years	20 - Years	Average Salary
Aledo ISD Salary	\$50,150	\$52,050	\$53,750	\$55,150	\$56,150	\$54,712
Market Median	\$50,840	\$52,802	\$54,402	\$55,790	\$57,360	\$56,222
Difference from Market	(\$690)	(\$752)	(\$652)	(\$640)	(\$1,210)	(\$1,510)
% Difference from Market	99%	99%	99%	99%	98%	97%

Teacher Salary Plan, 2017-18 Market Comparison



Teachers

Demographics

Market Comparison

Stipend Comparison

Teacher Stipends

Stipend	Aledo ISD	Median Stipend	Districts Reporting
Master's Degree	\$500	\$1,500	11 of 13
Subject-Area Masters	-	\$1,800	1 of 13
Secondary Math		\$1,800	1 of 13
Secondary Science		\$1,800	1 of 13
Special Education - General/Resource		\$2,225	2 of 13
Special Education - Self-Contained		\$1,770	4 of 13
Bilingual		\$3,500	12 of 12
ESL		\$500	3 of 13

Market Comparison

Pay Group Comparisons

Pay Group	Employee Pay to Market	Midpoint to Market
Central Administration	93%	96%
Campus Administration	95%	98%
Professional	99%	103%
Clerical	100%	99%
Instructional Support	104%	105%
Auxiliary	95%	98%

Extra Duty Stipends

Extra Duty Stipends

Market Comparison

Stipend Comparisons

Pay Group	Comparison to Market (%)	Comparison to Market (\$)
Athletics	106%	\$55
Academics	147%	\$395
Performing Arts	84%	(\$1,205)
Job-Related	105%	\$466

Recommendations

Recommendation 1

Implement one of proposed pay increase models

Recommendation 2

Implement new pay structures and ranges based on market and internal equity

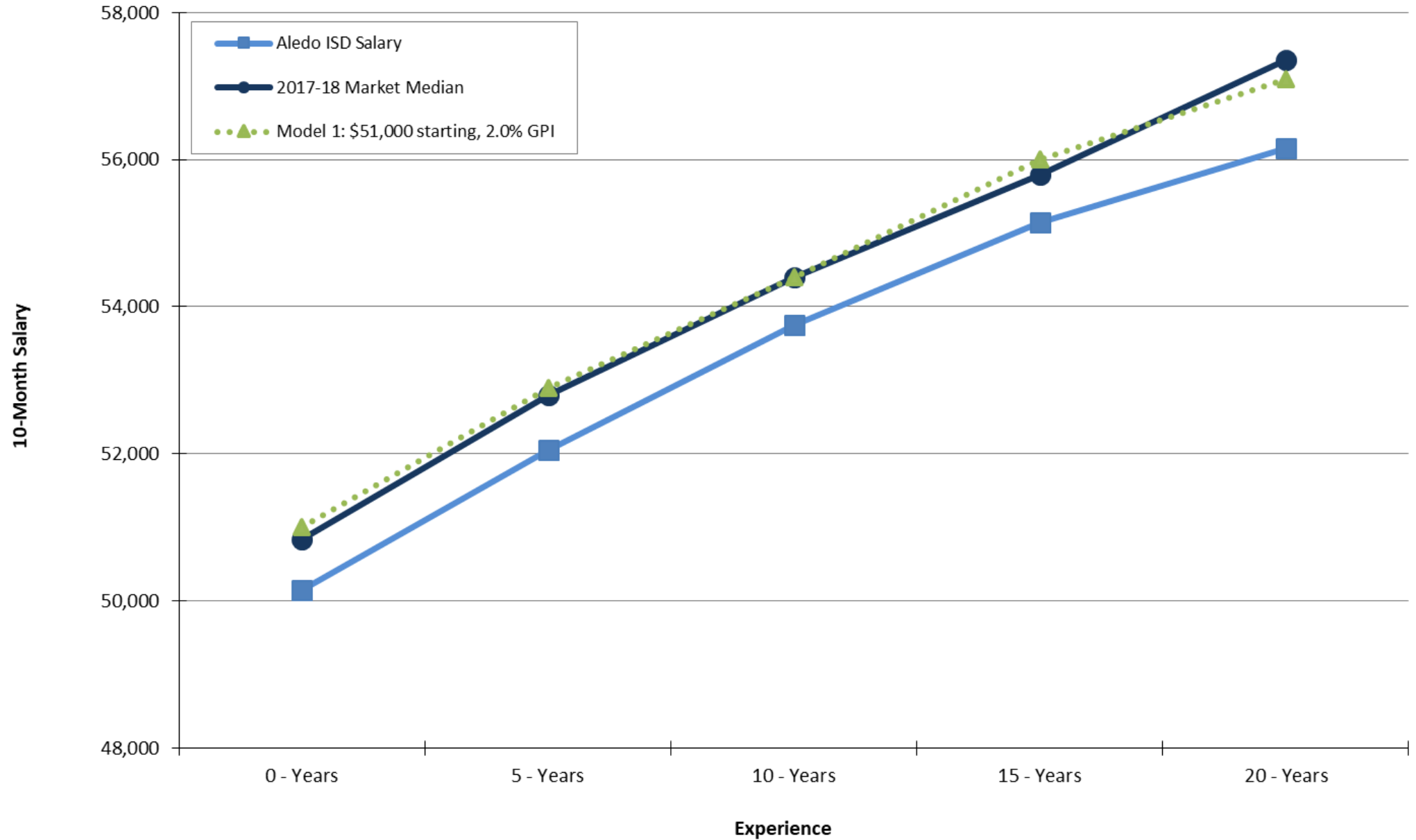
- Teacher
- Administrative/Professional
- Clerical/Paraprofessional
- Auxiliary

Teacher Pay Recommendation

- Model 1
 - Starting salary = \$51,000
 - GPI = \$1,150

Teacher Salary Plan 2017-18 Market Comparison

Model 1: \$51,000 starting, 2.0% GPI

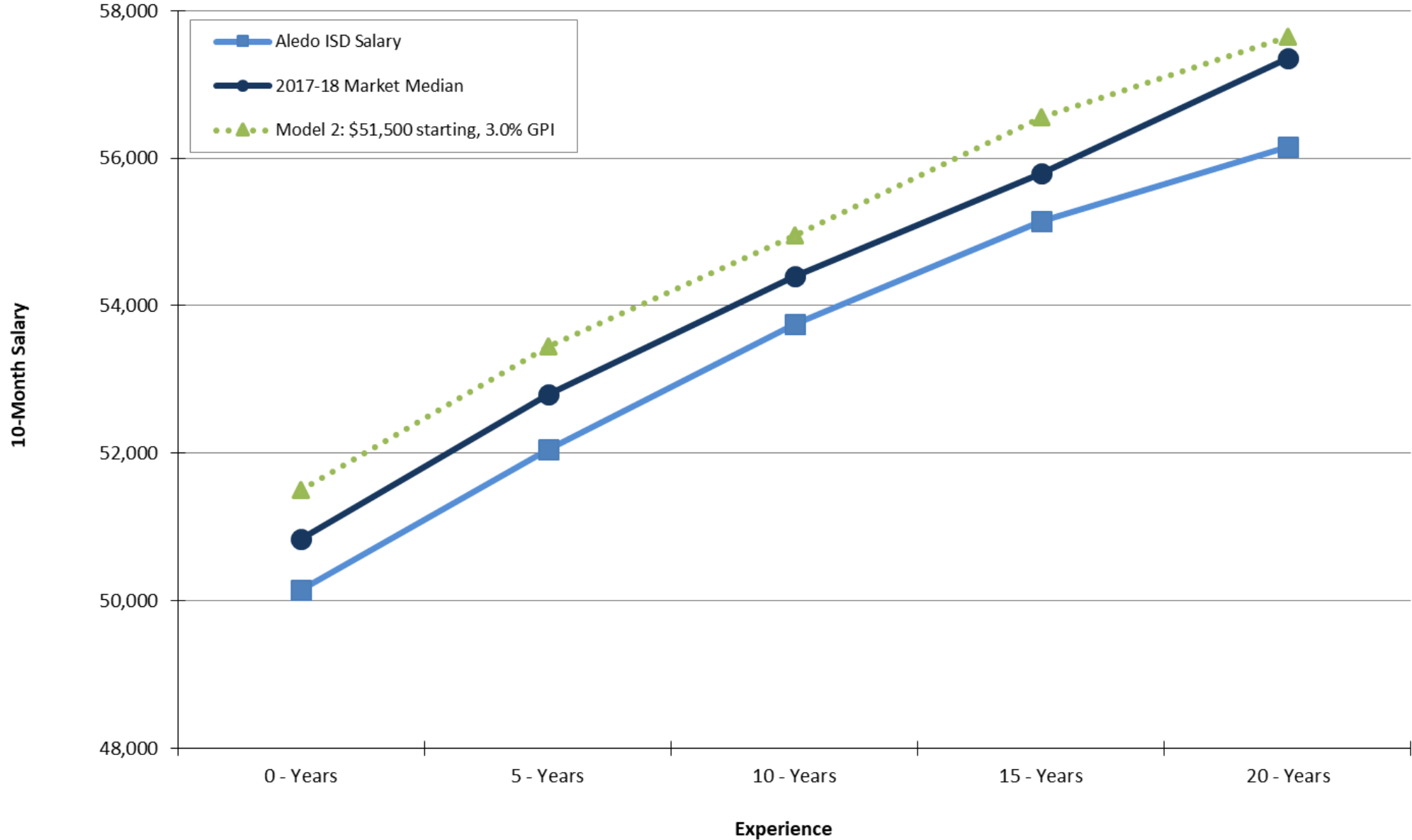


Teacher Pay Recommendation

- Model 2
 - Starting salary = \$51,500
 - GPI = \$1,700

Teacher Salary Plan 2017-18 Market Comparison

Model 2: \$51,500 starting, 3.0% GPI



Recommendation 3

Provide additional adjustments to address market differences and maintain pay equity

- Bring to minimum
- Market equity adjustments
- Teacher equity adjustments for administrators

Recommendation 4

Adopt proposed extra duty stipend schedule

- Improve market competitiveness
- Grandfather employees at current rates if they would receive a decrease based on new schedule

Recommendation 5

Annually review the district compensation plan and update as needed to maintain market competitiveness

Cost

Model 1 - 2% GPI			
Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers, Librarians, and Nurses (RN)	\$397,029	\$4,438	\$401,467
Administrative/Professional	\$124,615	\$757	\$125,372
Clerical/Paraprofessional	\$50,196	\$3,470	\$53,666
Auxiliary	\$32,192	\$5,166	\$37,358
Extra Duty Stipends: Athletics		\$17,500	\$17,500
Extra Duty Stipends: Performing Arts		\$4,000	\$4,000
Extra Duty Stipends: Academics		\$4,150	\$4,150
Total	\$604,032	\$39,481	\$643,513
% of Current Costs	2.0%	0.1%	2.2%

Cost

Model 2 - 3% GPI			
Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers, Librarians, and Nurses (RN)	\$586,893	\$4,438	\$591,332
Administrative/Professional	\$185,757	\$672	\$186,429
Clerical/Paraprofessional	\$74,948	\$1,819	\$76,767
Auxiliary	\$48,551	\$3,664	\$52,215
Extra Duty Stipends: Athletics		\$17,500	\$17,500
Extra Duty Stipends: Performing Arts		\$4,000	\$4,000
Extra Duty Stipends: Academics		\$4,150	\$4,150
Total	\$896,149	\$36,243	\$932,393
% of Current Costs	3.0%	0.1%	3.2%

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