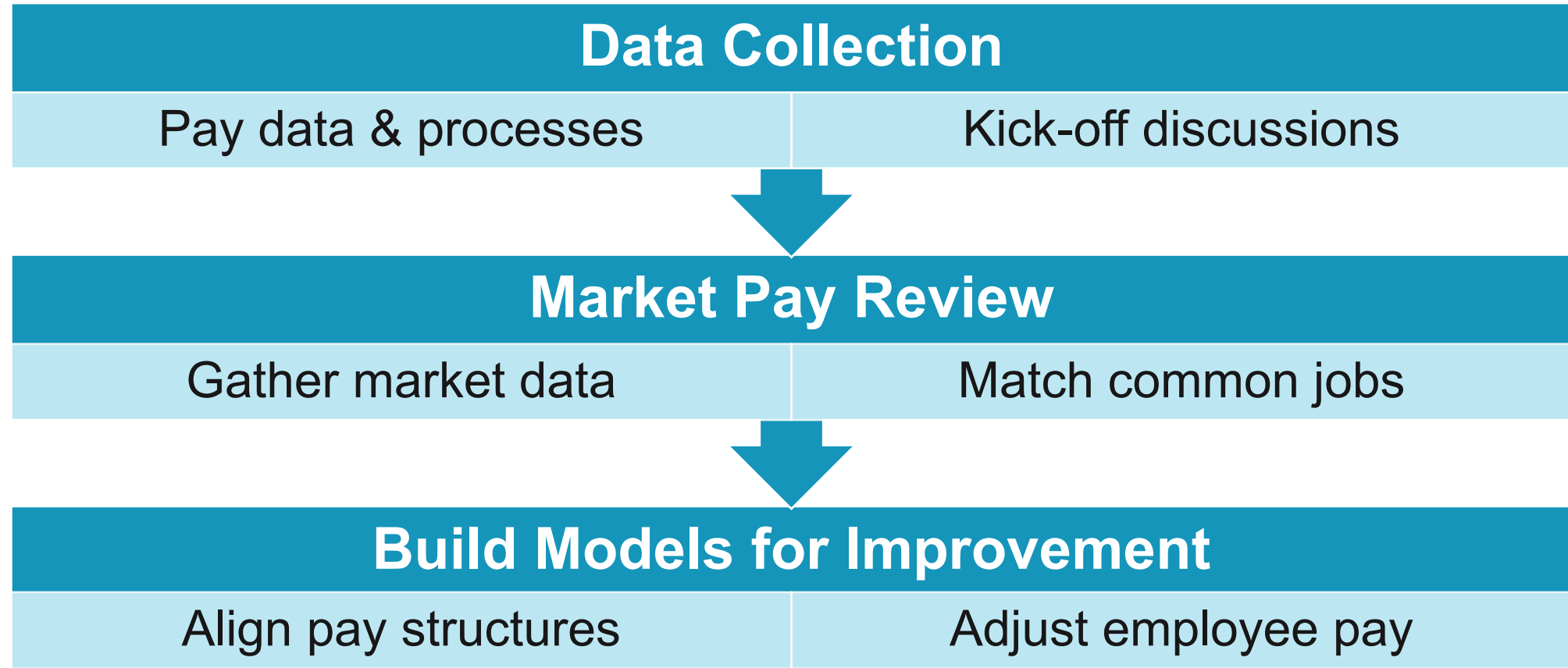


Aledo ISD

Pay Systems Review

Nicolle Gee-Guzman
April 21, 2025

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

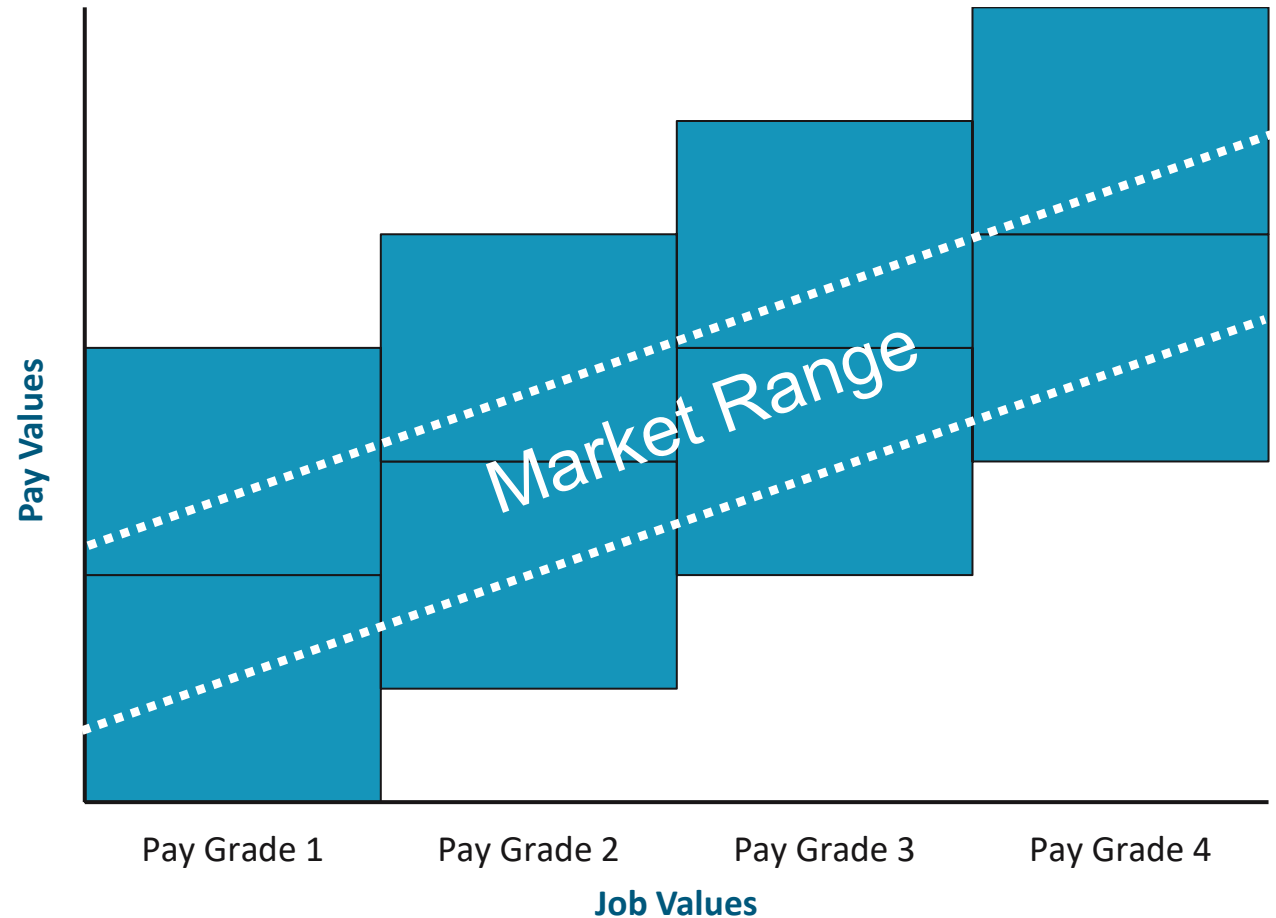
Pay System Controls

Pay Range Control Points

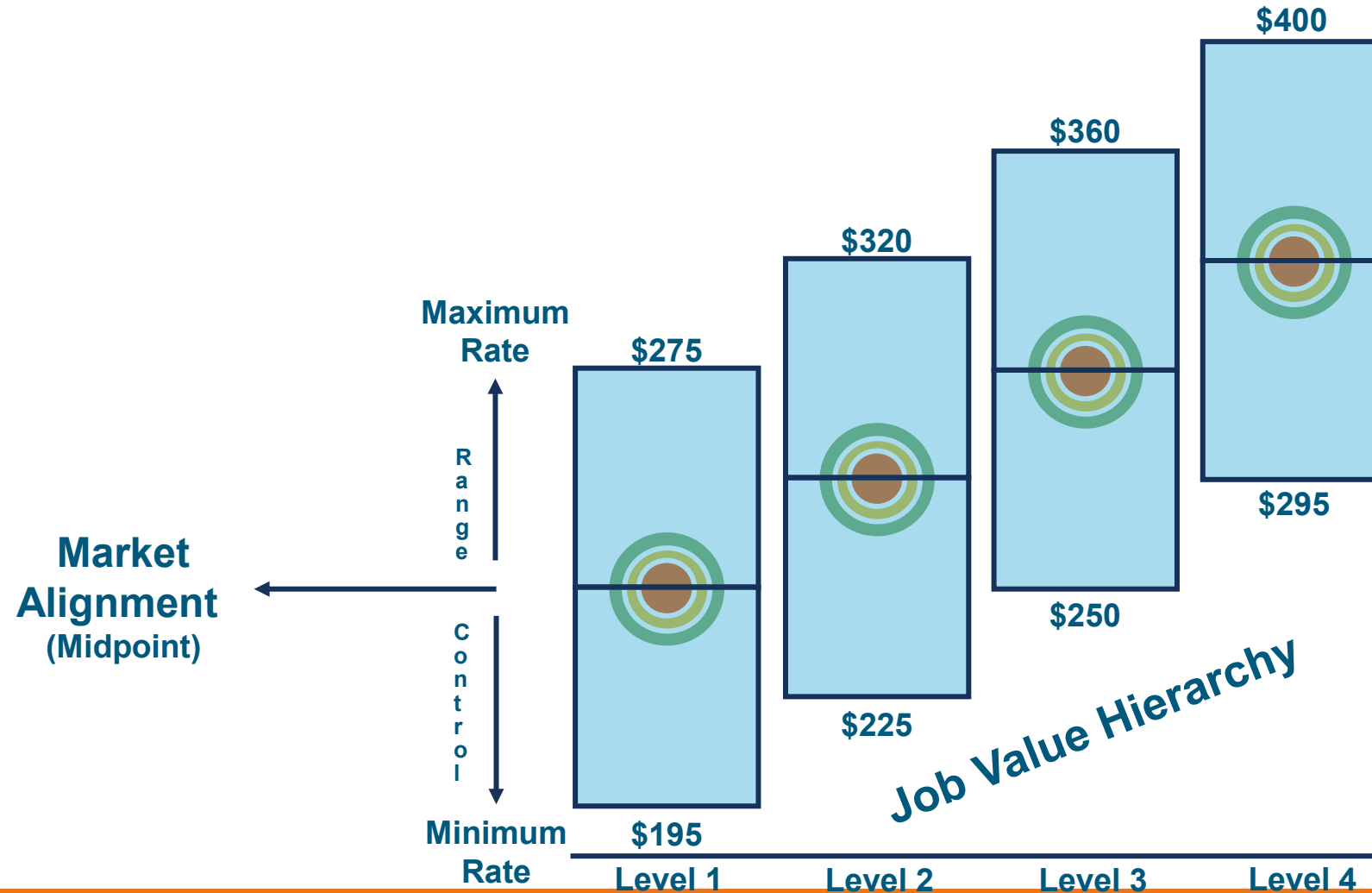
Maximum Rates —
maximum pay for job value

Midpoint Rates —
market target pay for job value

Minimum Rates —
lowest pay for job value



Market – Control Pay Structure



Strategies for Pay System Control

- 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 Districts

	District	ESC Region	Student Enrollment	Number of FTE	Teacher	Exempt* & Nonexempt
1	Azle ISD	11	7,150	1,075	X	X
2	Burleson ISD	11	12,865	1,594	**	
3	Carroll ISD	11	8,471	1,001	**	
4	Castleberry ISD	11	3,710	583	X	X
5	Cleburne ISD	11	6,898	1,111	X	X
6	Eagle Mountain-Saginaw ISD	11	23,465	3,019	**	
7	Fort Worth ISD	11	72,783	9,964	**	
8	Granbury ISD	11	7,940	1,229	X	X
9	Joshua ISD	11	6,020	870	X	X
10	Keller ISD	11	34,078	4,324	X	X
11	Northwest ISD	11	32,000	3,670	X	X
12	Weatherford ISD	11	8,255	1,191	X	X
13	White Settlement ISD	11	6,852	869	X	X
Aledo ISD		11	8,430	982	13	9

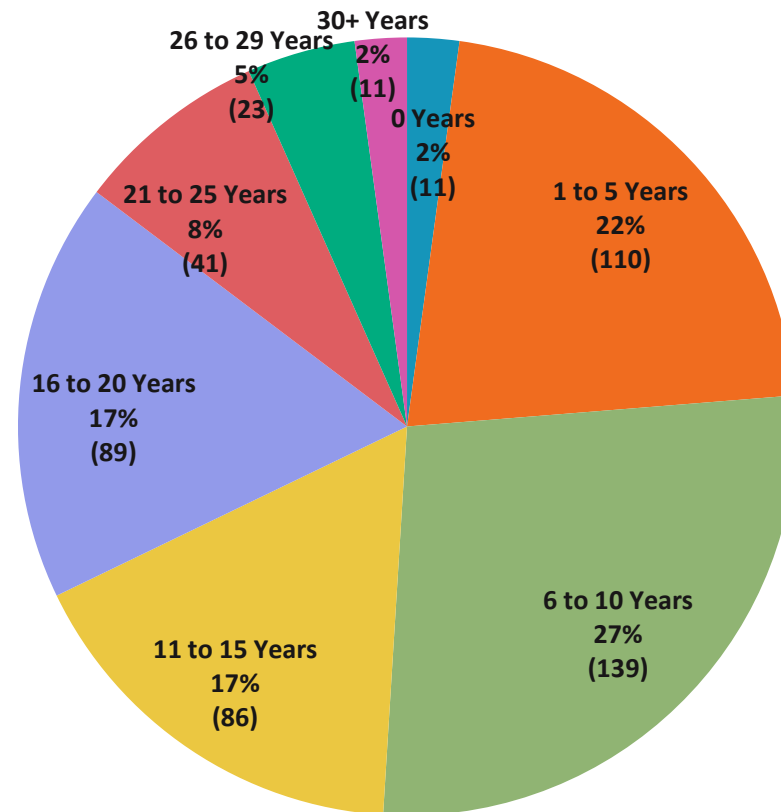
** District did not participate in survey. Teacher schedules collected from the district.

Other Ft. Worth Metro Area Market Sources

- Statewide districts with enrollment between 7,000 and 9,999 for high-level administrative positions
- CompAnalyst
- Payfactors by Payscale

Teachers – Demographics

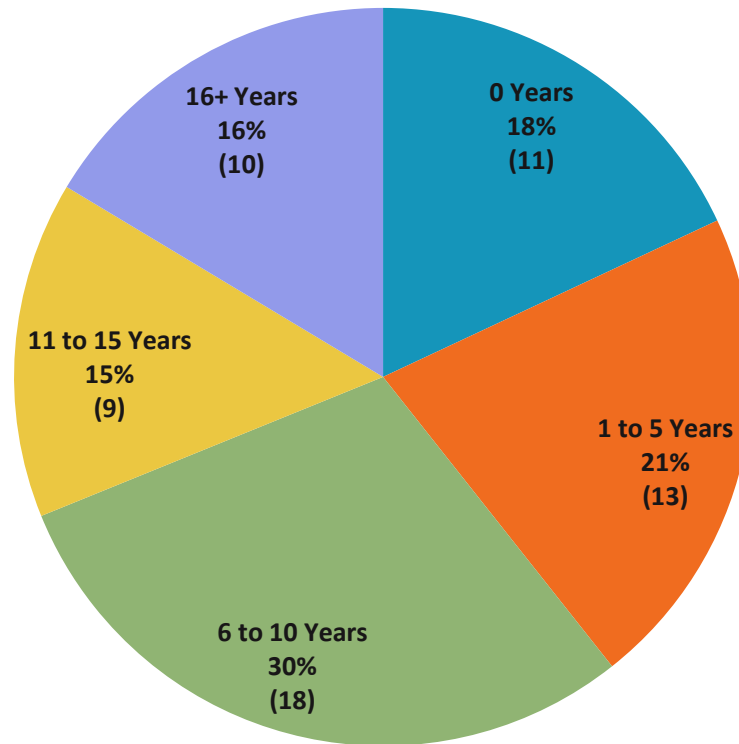
Experience of Current Teachers



510 Teachers

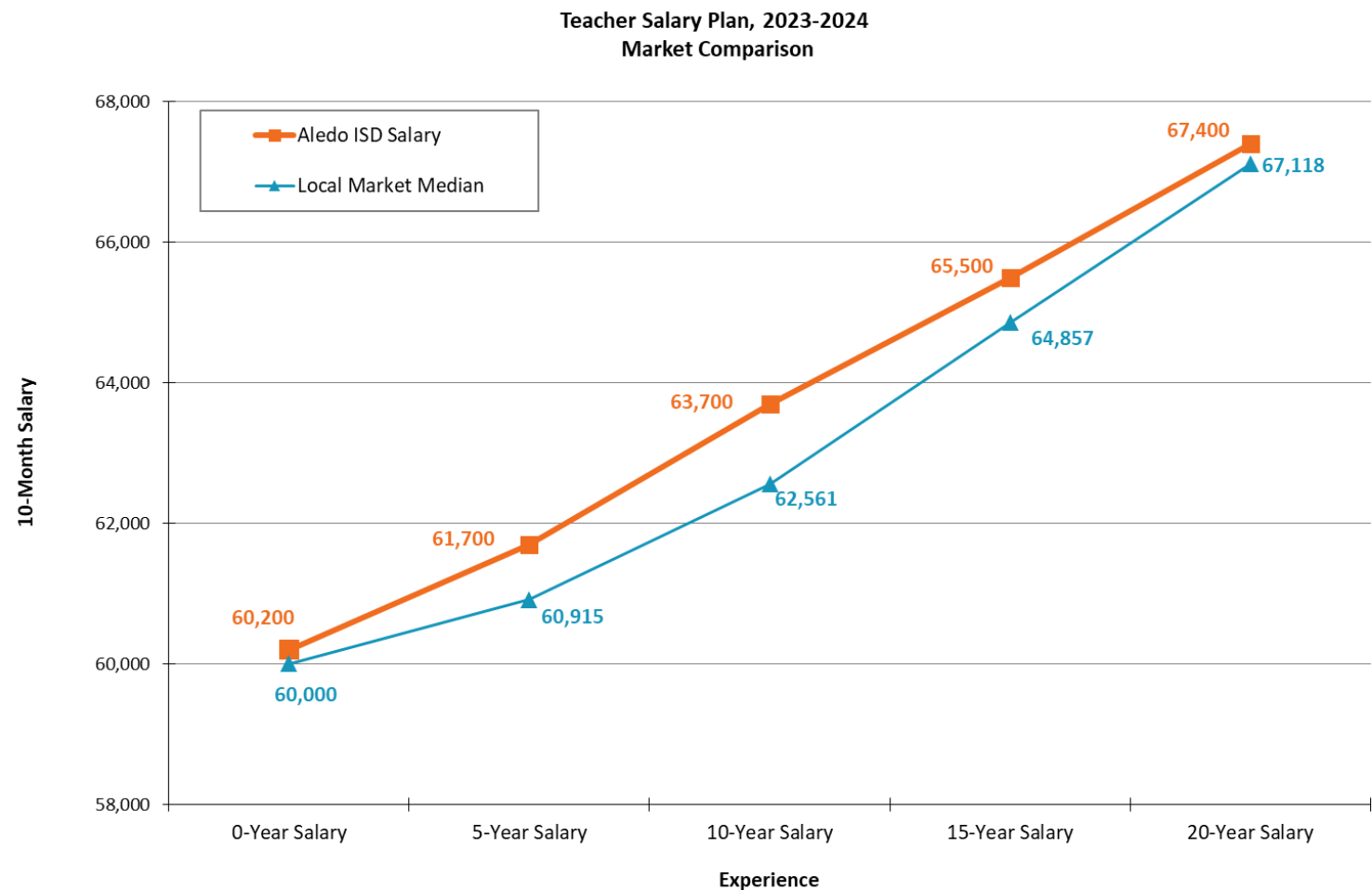
Teachers – Demographics

Experience of Newly Hired Teachers

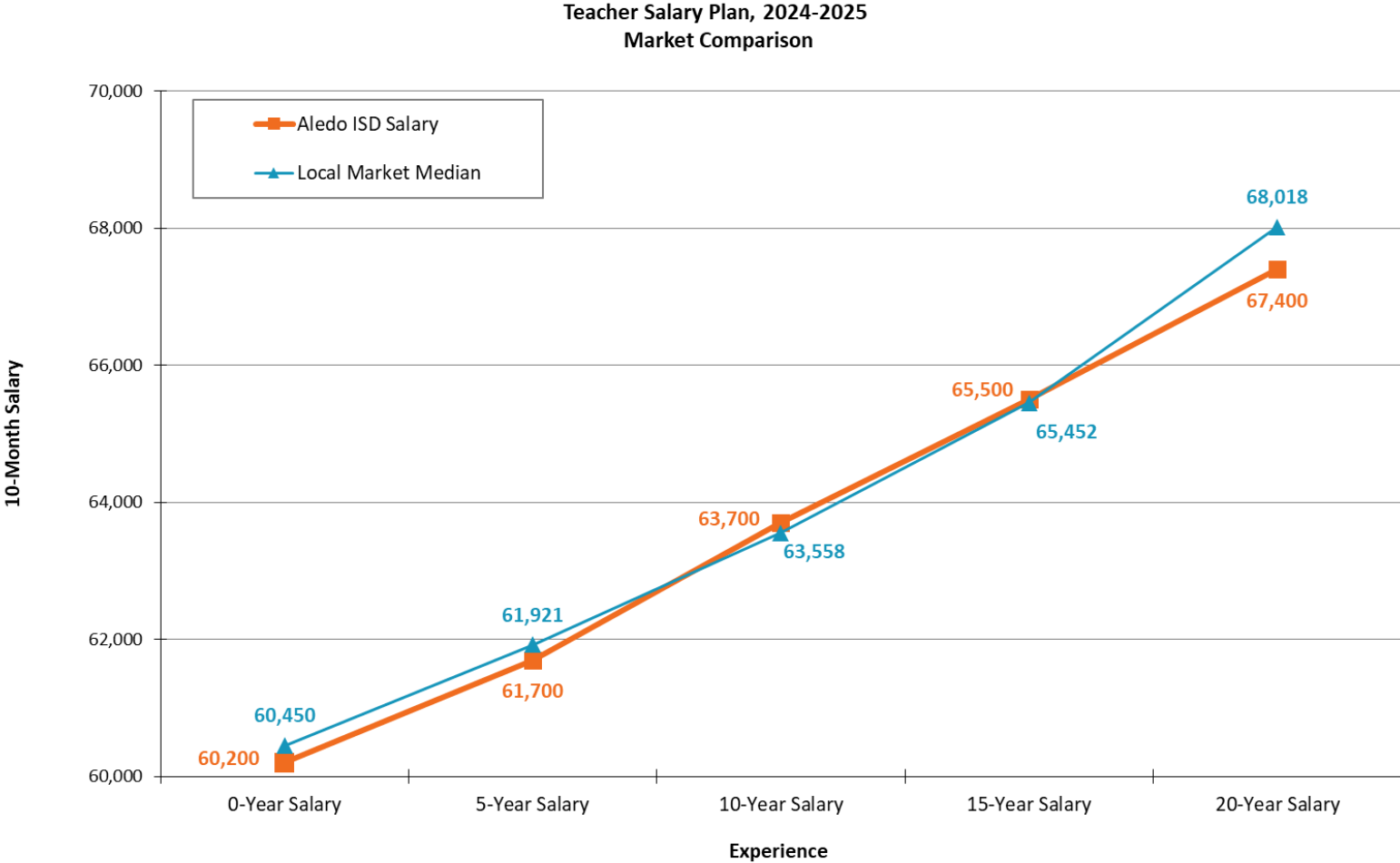


61 Teachers

Teachers – Market Graph 2023-2024



Teachers – Market Graph 2024-2025



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	\$64,350
Local Market Median	\$60,450	\$61,921	\$63,558	\$65,452	\$68,018	\$64,900
Percent of Market	100%	100%	100%	100%	99%	99%
Difference from Market	(\$250)	(\$221)	\$142	\$48	(\$618)	(\$550)

Teachers – Market Stipends

Stipend	Aledo ISD	Median Stipend	Districts Reporting
Master's Degree – General	\$1,000	\$1,250	9 of 9
Special Education – High Needs	--	\$2,000	5 of 9

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 (Director and above)	100%	99%	--	14
Campus Administration (Principal and Assistant Principal)	101%	104%	--	7
Professional Support (Counselor, Diagnostician, SLP, LSSP, etc.)	97%	99%	--	24

Clerical/Paraprofessional – Market Salaries

Pay Group	Employee Pay to Market	Pay Grade Midpoint to Market	Pay Grade Minimum to Market	Number of Benchmarks
Clerical & Technical (Administrative Assistants, PEIMS/Registrar, etc.)	102%	101%	98%	19
Instructional Support (Special Education Aides, CMA, LVN, etc.)	103%	110%	105%	6

Auxiliary – Market Salaries

Pay Group	Employee Pay to Market	Pay Grade Midpoint to Market	Pay Grade Minimum to Market	Number of Benchmarks
Auxiliary (Police, Child Development Center, Child Nutrition, Transportation, and Maintenance)	99%	100%	101%	16

Recommendation 1

Implement pay structure adjustments to align with market

- Improve starting salaries
- Midpoints aligned with market

Recommendation 2

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

- 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 3

Provide adjustments to address market differences and maintain equity

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