

ECISD Board Meeting

June 20, 2023



OUR students...THE future

Texas Teacher Vacancy Task Force



- 1 ECISD Staff Involved
- 2 Strategic Compensation
- 3 Incentives and Support for Hard-to-Staff areas

2018-2019 1st day vacancy rate – 18%
2022-2023 1st day vacancy rate – 1%

SOURCE - Teacher Vacancy Task Force Executive Summary

Salary Maintenance Study

Review of ECISD
Compensation Plan with TASB



TASB recommendations for a market-based general pay increase with strategic adjustments to better align our systems

Competitive pay increases and adjustments to compete with our market



Highlights for 2023-2024



1

RECOMMENDATION

3% INCREASE FOR ALL CAMPUS AND
CENTRAL OFFICE PROFESSIONALS

2

RECOMMENDATION

\$60,600 NEW STARTING SALARY FOR
BEGINNING TEACHERS

3

RECOMMENDATION

3% INCREASE FOR ALL HOURLY EMPLOYEES

Pay Increases for 2023-2024

Campus Based employees

- Teachers
- Nurses
- Media Specialists
- Counselors



- Principals
- Associate Principals
- Assistant Principals
- Dean of Students

*Teacher starting salary \$60,600 (zero years of experience)

Pay Increases for 2023-2024



All Hourly (non-exempt employees)

- Police
- Technology
- Auxiliary (Custodians, Maintenance, School Nutrition, Transportation)



- Instructional Support
(Aide, Certified Nurse Assistant, Opportunity Culture-Reach Associate, Teacher Resident, Instructional Facilitator)
- Clerical Support
(Clerk, Registrar, Administrative Assistant, Specialist, Receptionist)

*Minimum for all hourly employees increased to \$15.00/hour for 2022-2023

Pay Increases for 2023-2024

Central Office Administration

- Directors, Coordinators, Supervisors, Specialists
- Executive Directors
- Chief of Schools, Chief Financial Officer, Chief Technology Officer
- Associate Superintendents



- Administrative Professionals, (Special Education Staff, Speech Pathologist, LSSP, Diagnostician, Physical Therapist, Occupational Therapist)
- Other Administrative Professionals (Communications, Innovation, Auditor, Strategists, Payroll, Purchasing, etc...)

*All central office staff shall be included in a 3% increase of the new midpoint of the paygrade

Additional Areas for Compensation

2023-2024



Teacher Incentive Allotment
Over \$20,000

Stipends

Supplemental Pay

Principal Incentive



Opportunity Culture
Over \$17,000

QUESTIONS



Our mission is to become the preferred employer in the Permian Basin.