

**Notice of Special Called Meeting
The Board of Trustees
Fort Bend Independent School District**

Monday, September 8, 2025

This is Notice that the Fort Bend Independent School District Board of Trustees will hold a Special Called Meeting on Monday, September 8, 2025, beginning at 5:00 PM in the Board Room of the Fort Bend ISD Administration Building, 16431 Lexington Blvd., Sugar Land, TX 77479. It is the Board of Trustees' intent that a quorum of the Board of Trustees will be physically present at this location although one or more trustees may participate by videoconference. The agenda packet for the meeting is available at <https://meetings.boardbook.org/Public/Organization/649>.

Members of the public may view the live stream of the meeting at the following address:
<https://www.fortbendisd.com/BoardMeetingLivestream>.

1. Call to order

2. Public Comment

3. Information

A. TASB Compensation Study Findings

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4. Adjournment

If, during the meeting, discussion of any item on the agenda should be held in a closed meeting, the Board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E or Texas Government Code section 418.183(f). Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in an open meeting. [See BEC (LEGAL)]

The following Fort Bend ISD Goals may be referenced in agenda items included in this document:

- Goal 1: Fort Bend ISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students.
- Goal 2: Fort Bend ISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working.
- Goal 3: Fort Bend ISD will recruit, develop, and retain high quality teachers and staff.
- Goal 4: Fort Bend ISD will engage students, parents, staff, and the community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community.
- Goal 5: Fort Bend ISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement.

Fort Bend Independent School District

Executive Summary

Special Called Meeting		Meeting Date: September 8, 2025	
Agenda Item Title: Information: TASB Compensation Study Findings			
Board Policy: DEA Local		District Priority: Priority 3	
Department: Deputy Superintendent Operations			
Are there related documents to be signed by the Board? Choose Item			
<input checked="" type="checkbox"/> Administration has reviewed the final submission for this agenda item.			
<input checked="" type="checkbox"/> Reviewed by Deputy Superintendent		<input checked="" type="checkbox"/> Reviewed by Chief of Staff	

Recommendation

Summary/Background
TASB HR Services will present the results of their comprehensive district-wide compensation study, which evaluated base pay structures and stipends for extracurricular duty assignments. This review, initiated by the Board in November 2024, aims to address recent shifts in the labor market and to provide an analysis around pay competitiveness and talent retention. The updated analysis offers data-driven insights into internal equity, market alignment, and strategic staffing priorities.
The district's last TASB HR Service Compensation Study was last performed in January 2019.

Recommended by:

Dr. Marc Smith
Superintendent of Schools

Submitted by:

Kathleen Brown
Deputy Superintendent of Operations

Fort Bend Independent School District

Glenda Johnson
Chief of Human Resources



Fort Bend ISD

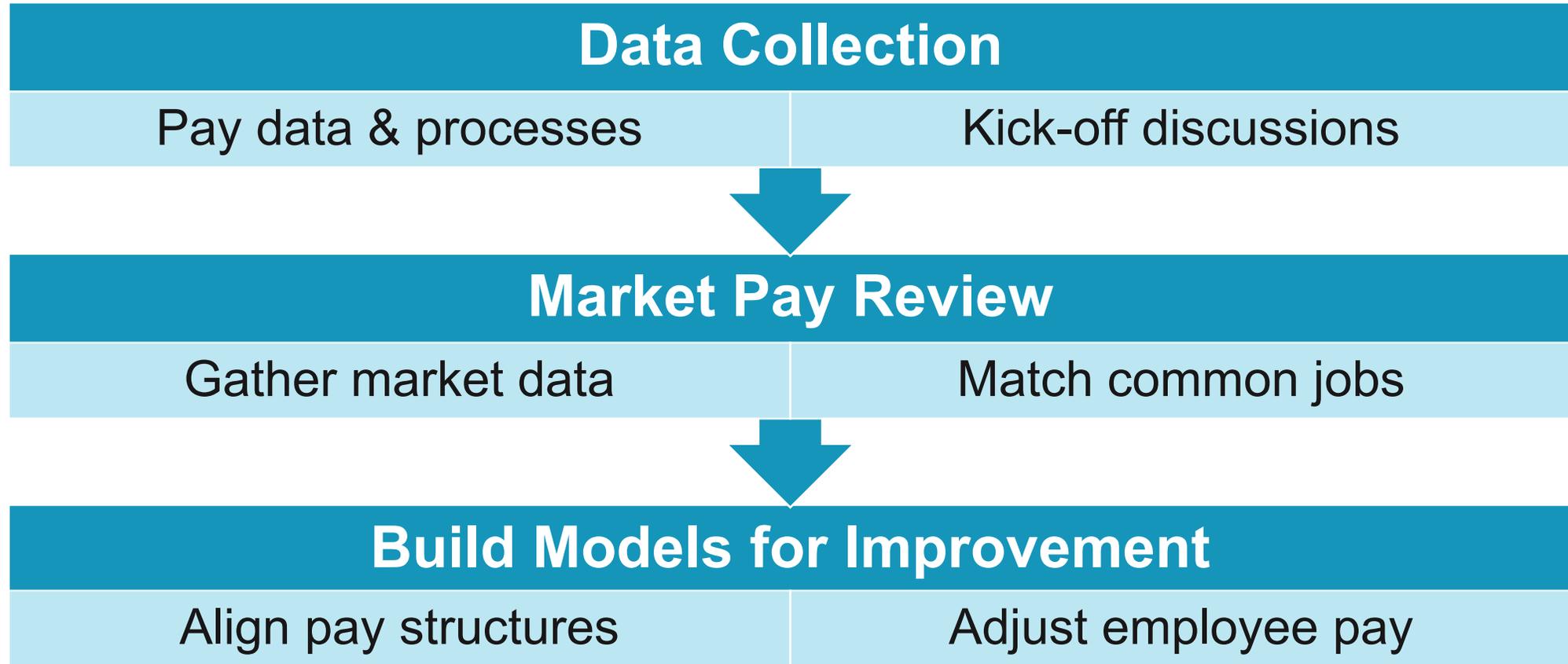
Pay Systems Review

Amy Campbell – Director, HR Services
September 8, 2025

Pay Study Purpose

- Objectively examine competitive job market
- Make recommendations for internally fair and externally competitive pay practices
- Recommend compensation strategies that align with district goals and funding

TASB Pay Study Process



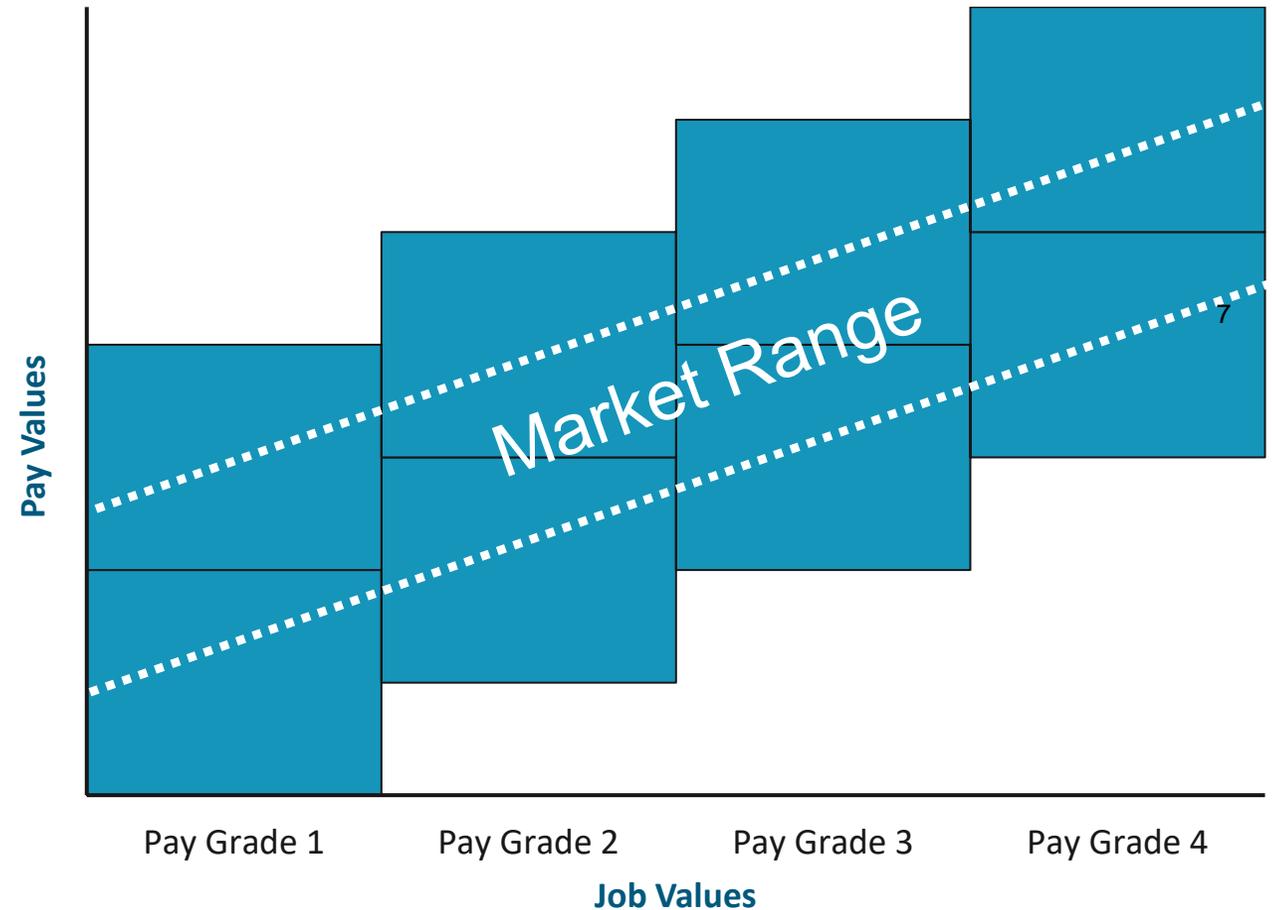
Pay System Controls

Pay Range Control Points

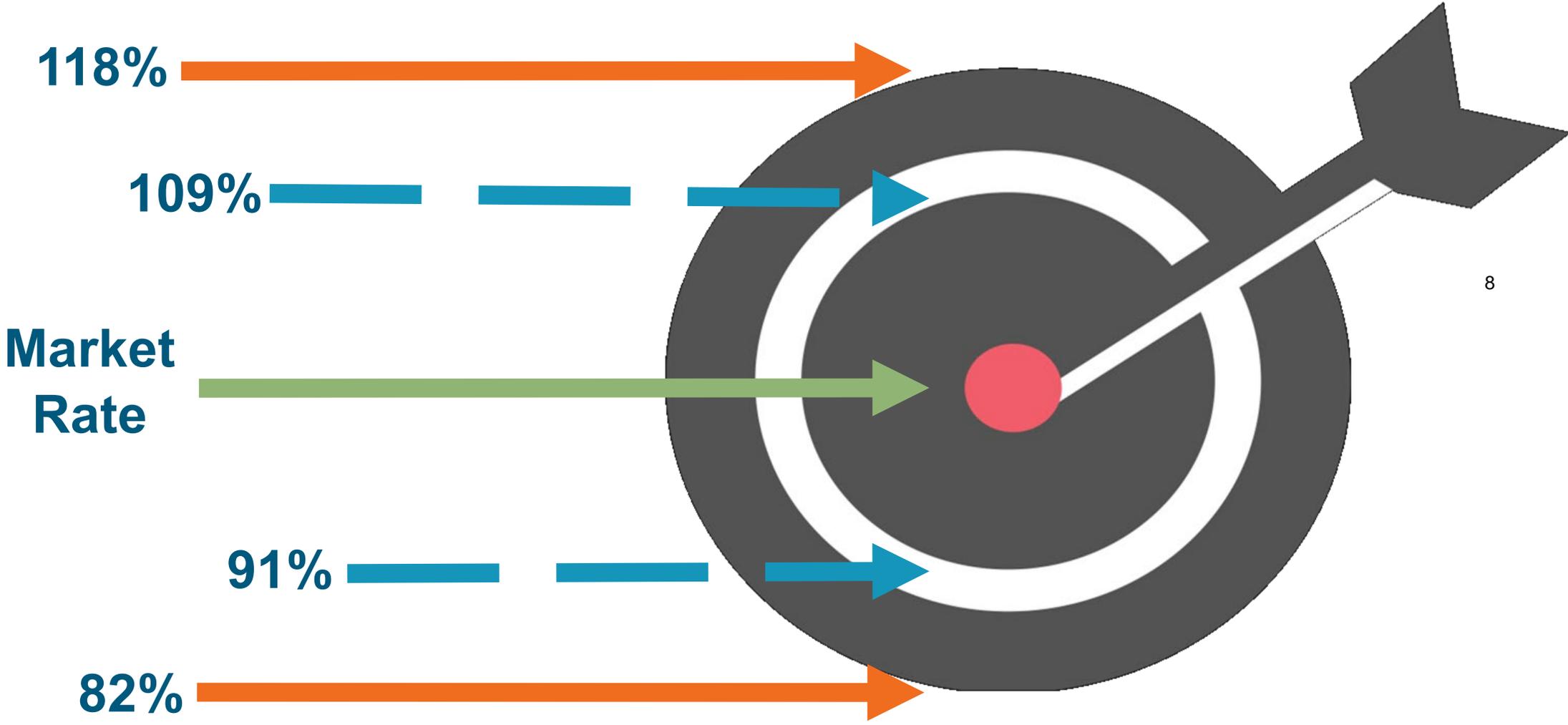
Maximum Rates —
maximum pay for job value

Midpoint Rates —
market target pay for job value

Minimum Rates —
lowest pay for job value



Market Pay Strategy



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Market Districts

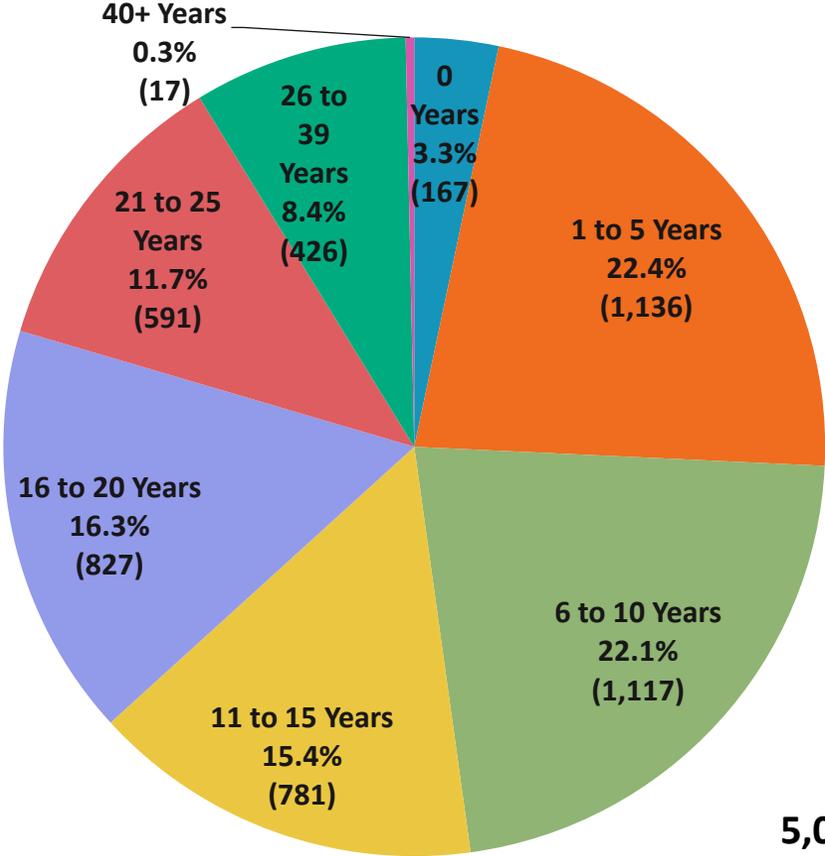
	District	ESC Region	Student Enrollment	Number of FTE	UIL Class	Teacher, Exempt*, & Nonexempt	Stipends
1	Aldine ISD	04	58,074	9,424	6A	X	X
2	Alief ISD	04	38,482	6,254	6A	X	X
3	Alvin ISD	04	30,023	4,174	6A	X	X
4	Clear Creek ISD	04	40,693	5,261	6A	X	X
5	Cypress-Fairbanks ISD	04	118,010	18,012	6A	X	X
6	Houston ISD	04	189,934	24,451	4A	X	X
7	Humble ISD	04	48,758	6,273	6A	X	X
8	Katy ISD	04	95,401	12,312	6A	X	X
9	Klein ISD	04	53,712	7,542	6A	X	X
10	Lamar CISD	04	42,461	4,656	5A	X	X
11	Pasadena ISD	04	48,726	8,110	6A	X	X
12	Spring Branch ISD	04	32,499	4,810	6A	X	X
13	Spring ISD	04	34,114	5,048	6A	X	X
Fort Bend ISD		04	79,270	10,843	6A	13	13

Other Market Sources

- Statewide districts with enrollment of 50,000 and over
- Houston area non-school market
 - CompAnalyst
 - Payfactors by Payscale
- Where too few local extra duty stipend data points were available, statewide UIL 6A district market was used

Teachers – Demographics

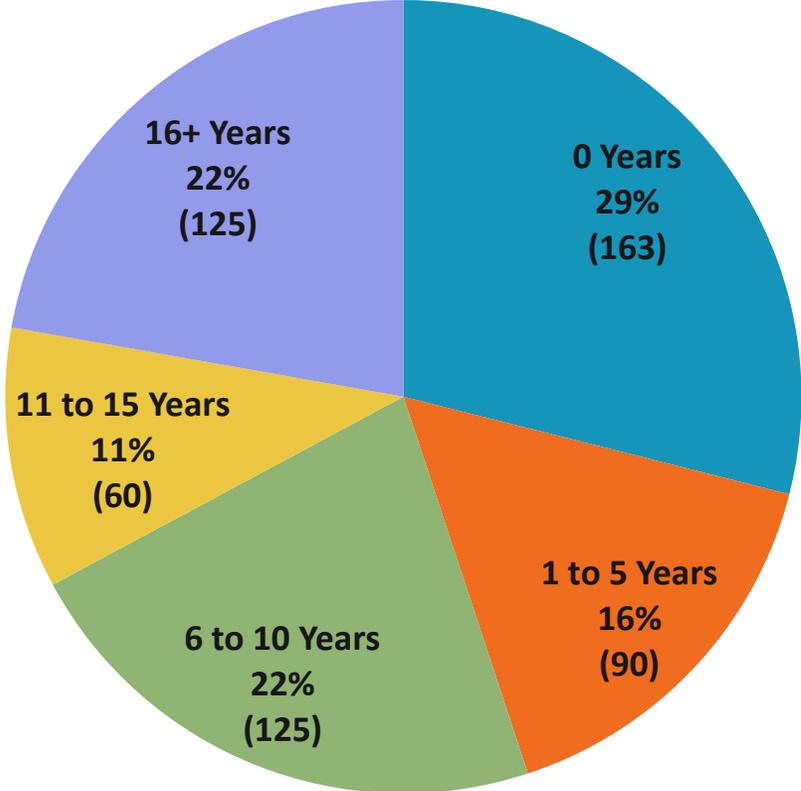
Experience of Current Teachers and Librarians



5,062 Teachers and Librarians

Teachers – Demographics

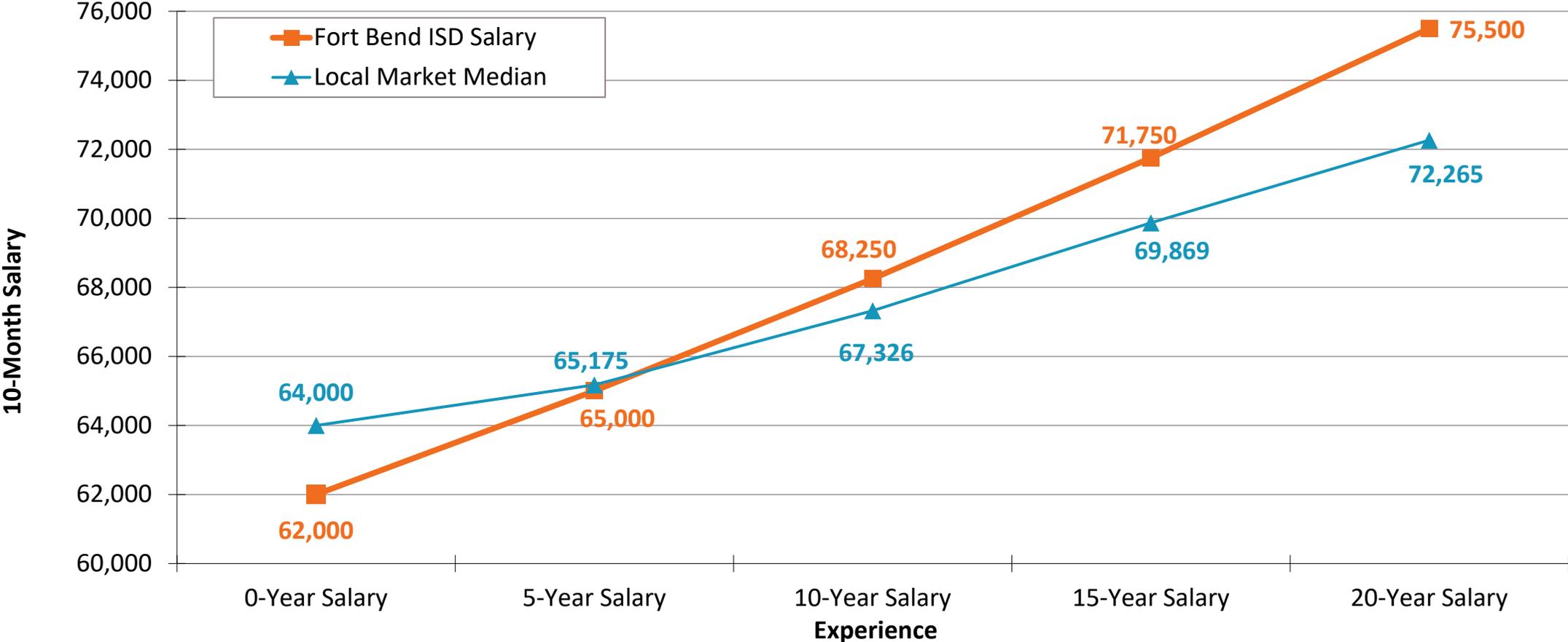
Experience of Newly Hired Teachers and Librarians



563 Teachers and Librarians with 0 years of local experience in 2024-2025

Teachers – Market Graph

Teacher Salary Plan, 2024-2025
Market Comparison



Teachers – Market Salaries

	0 - Years	5 - Years	10 - Years	15 - Years	20 - Years	Average Salary
Fort Bend ISD Salary	\$62,000	\$65,000	\$68,250	\$71,750	\$75,500	\$69,724
Local Market Median	\$64,000	\$65,175	\$67,326	\$69,869	\$72,265	\$68,145
Percent of Market	97%	100%	101%	103%	104%	102%
Difference from Market	(\$2,000)	(\$175)	\$924	\$1,881	\$3,235	\$1,579

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Teachers – Market Stipends

Stipend	Fort Bend ISD	Median Stipend	Districts Reporting
Master's Degree – General	\$1,100	\$1,000	12 of 13
Secondary Math	--	\$3,000	9 of 13
Secondary Science	--	\$3,000	9 of 13
Bilingual	\$4,000	\$4,500	13 of 13
Special Education – General/Resource	\$1,500	\$2,000	8 of 13
Special Education – High Needs	\$2,000	\$3,000	13 of 13

Exempt Pay Groups – Market Salaries

Pay Group	Employee Pay to Market	Pay Grade Midpoint to Market	Pay Grade Minimum to Market	Number of Benchmarks
Admin Instructional (100s)	101%	104%	--	38
Admin Business (200s)	100%	103%	--	44
Technology (300s)	104%	106%	--	21
Other Teaching Positions	101%	109%	--	5

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Nonexempt Pay Groups – Market Salaries

Pay Group	Employee Pay to Market	Pay Grade Midpoint to Market	Pay Grade Minimum to Market	Number of Benchmarks
Admin Support (400s)	108%	111%	114%	26
Instructional Support (500s)	109%	111%	108%	7
Auxiliary (600s)	95%	96%	102%	27
Police (700s)	97%	98%	103%	6

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Extra Duty – Market Stipends

Stipend Group	Average Market Difference	Number of Benchmarks
Football	(\$444)	5
Head Coach Team Sport	(\$1,240)	7
Asst Coach Team Sport	(\$432)	7
Head Coach Individual Sport	(\$850)	5
Asst Coach Individual Sport	(\$950)	3
Middle School Coaches	(\$332)	5

Extra Duty – Market Stipends

Stipend Group	Average Market Difference	Number of Benchmarks
Spirit	(\$647)	4
Performing Arts	\$304	12
Academics	\$238	9
Sponsors	\$304	7
Job-related	(\$1,284)	8

Recommendation 1

Implement pay structure adjustments to better align with market

- Strong starting salaries
- Midpoints better connected to market

Recommendation 2

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

- Model 1: 0% GPI
- Model 2: 1% GPI
- Model 3: 2% GPI
- For teachers, House Bill 2 increases and adjustments

Recommendation 3

Provide adjustments to address market differences and maintain equity

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

Recommendation 4

Implement stipend adjustments to improve competitiveness

- Stipend increases recommended to align with market values; largest adjustments for athletics
- Simplify stipend schedule to condense levels and remove non-CDL stipends

Cost – Model 1 (0.0%)

Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers and Librarians	\$21,387,526	\$5,268,401	\$26,655,927
100s Administrative Instructional	\$0	\$4,529,410	\$4,529,410
200s Administrative Business Operations	\$0	\$67,686	\$67,686
300s Technology	\$0	\$197,576	\$197,576
400s Administrative Support	\$0	\$432,269	\$432,269
500s Instructional Support	\$0	\$569,783	\$569,783
600s Auxiliary	\$0	\$2,299,067	\$2,299,067
700s Police	\$0	\$301,157	\$301,157
Extra Duty Stipends: Academics		\$20,200	\$20,200
Extra Duty Stipends: Job-related		\$507,925	\$507,925
Extra Duty Stipends: Athletics		\$1,288,257	\$1,288,257
Extra Duty Stipends: Performing Arts		\$27,000	\$27,000
Extra Duty Stipends: Spirit		\$35,000	\$35,000
Extra Duty Stipends: Activities/Clubs		\$7,325	\$7,325
Total	\$21,387,526	\$15,551,056	\$36,938,582
% of Current Costs	3.4%	2.5%	5.9%

Cost – Model 2 (1.0%)

Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers and Librarians	\$21,387,526	\$5,268,401	\$26,655,927
100s Administrative Instructional	\$1,118,270	\$3,868,538	\$4,986,808
200s Administrative Business Operations	\$226,250	\$48,685	\$274,935
300s Technology	\$124,060	\$162,706	\$286,766
400s Administrative Support	\$256,738	\$301,254	\$557,992
500s Instructional Support	\$443,199	\$368,125	\$811,324
600s Auxiliary	\$550,921	\$1,951,376	\$2,502,297
700s Police	\$68,250	\$253,156	\$321,406
Extra Duty Stipends: Academics		\$20,200	\$20,200
Extra Duty Stipends: Job-related		\$507,925	\$507,925
Extra Duty Stipends: Athletics		\$1,288,257	\$1,288,257
Extra Duty Stipends: Performing Arts		\$27,000	\$27,000
Extra Duty Stipends: Spirit		\$35,000	\$35,000
Extra Duty Stipends: Activities/Clubs		\$7,325	\$7,325
Total	\$24,175,214	\$14,107,948	\$38,283,162
% of Current Costs	3.8%	2.2%	6.1%

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Cost – Model 3 (2.0%)

Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers and Librarians	\$21,387,526	\$5,268,401	\$26,655,927
100s Administrative Instructional	\$2,235,746	\$3,338,953	\$5,574,699
200s Administrative Business Operations	\$452,312	\$37,707	\$490,019
300s Technology	\$247,693	\$128,004	\$375,697
400s Administrative Support	\$512,277	\$199,299	\$711,576
500s Instructional Support	\$883,327	\$217,060	\$1,100,387
600s Auxiliary	\$1,094,555	\$1,640,467	\$2,735,022
700s Police	\$138,371	\$205,002	\$343,373
Extra Duty Stipends: Academics		\$20,200	\$20,200
Extra Duty Stipends: Job-related		\$507,925	\$507,925
Extra Duty Stipends: Athletics		\$1,288,257	\$1,288,257
Extra Duty Stipends: Performing Arts		\$27,000	\$27,000
Extra Duty Stipends: Spirit		\$35,000	\$35,000
Extra Duty Stipends: Activities/Clubs		\$7,325	\$7,325
Total	\$26,951,807	\$12,920,600	\$39,872,407
% of Current Costs	4.3%	2.1%	6.3%

Next Steps

- Take feedback from Board of Trustees
- Work with administration to finalize recommendations

Amy Campbell – Director, HR Services
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hrservices@tasb.org

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