

**Medina Valley Independent School District
Board of Trustees
Special Meeting on Wednesday, July 19, 2023 at 7:00 PM
Medina Valley ISD Central Office Board Room**

A Special Board Meeting of the MVISD Board of Trustees was held on Wednesday, July 19, 2023, beginning at 7:00 PM at/on Medina Valley ISD Central Office Board Room.

I. First Order of Business

- A Establish a Quorum
- B Pledge of Allegiance to the Flag followed by a moment of silence

II. Public Comment

At Regular Board Meetings the Board shall permit public comment on any topic. At all other Board Meetings public comments will be limited to items on the agenda posted with the notice of the meeting. All Public Comments are limited to 5 minutes.

III. Closed Session

- A Consultation with Attorney regarding legal issues related to Level Three Public Complaint grievances (TX Govt. Code Section 551.071)

B Personnel Matters (TX Govt. Code Section 551.074)

- 1 Hear and consider Level Three Public Complaint grievance filed by Terry Beck
- 2 Professional Contract Recommendations

IV. Discussion and Possible Action Items

- A Consider Level III Public Complaint Grievance filed by Terry Beck
- B Consider professional contract recommendations

V. Budget Workshop

VI. Adjournment

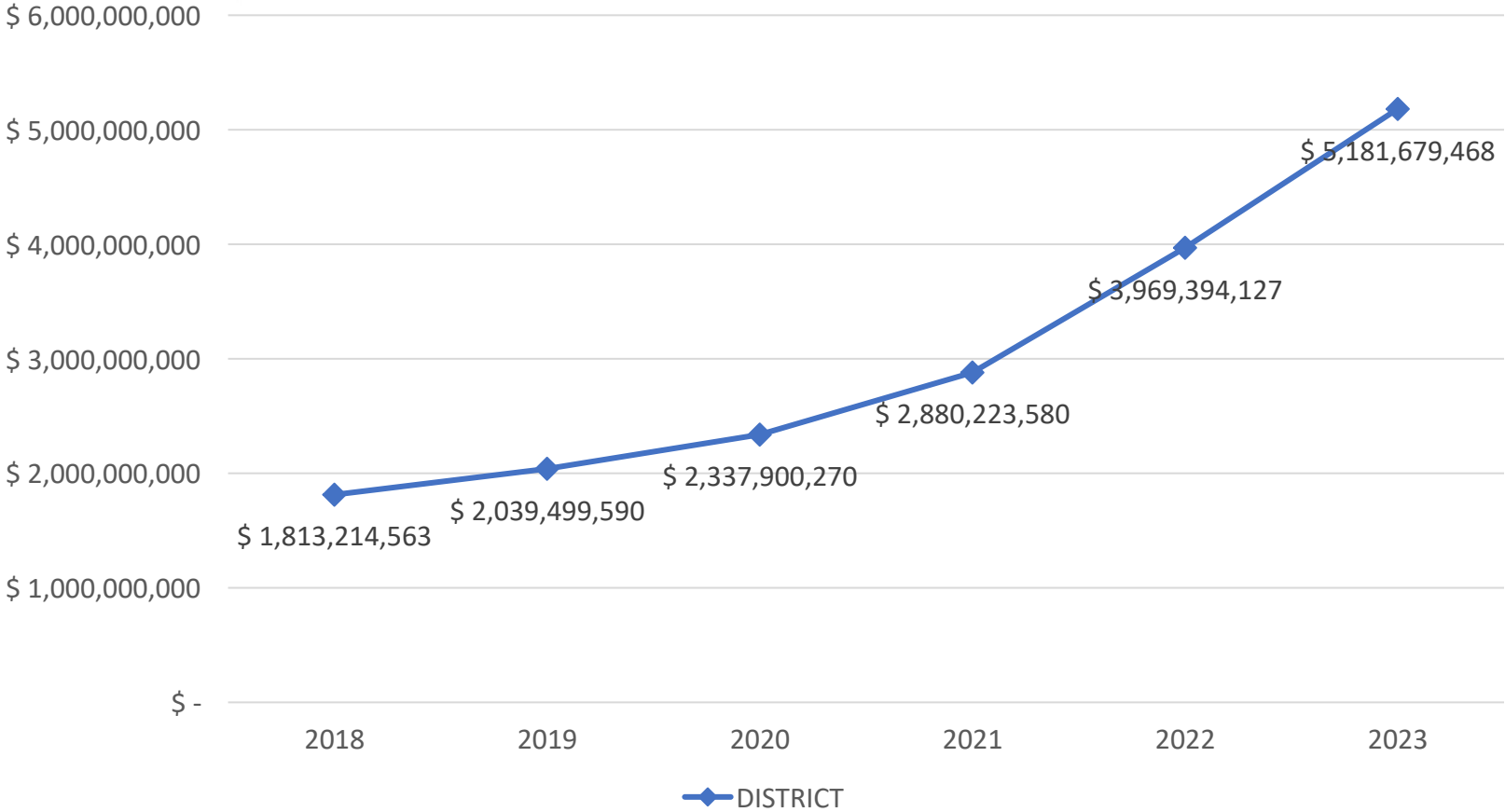
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(Items do not have to be taken in the same order as shown on the meeting agenda.)



**2023-2024
PRELIMINARY BUDGET
PROJECTIONS
JULY 19, 2023**

CERTIFIED PROPERTY VALUE TRENDS

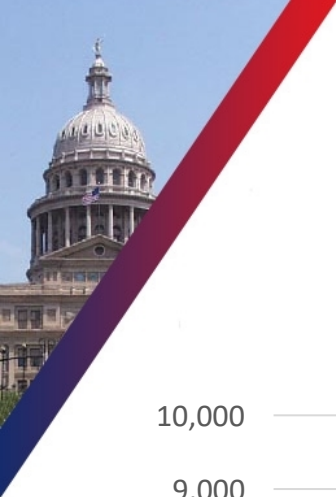




TAX RATE TREND

	<u>2018/19</u>	<u>2019/20</u>	<u>2020/21</u>	<u>2021/22</u>	<u>2022/23</u>	<u>*2023/24</u>
M&O Tax Rate	\$1.0400	\$0.9700	\$0.87130	\$0.87200	\$0.85460	\$0.77460
I&S Tax Rate	\$0.3992	\$0.4550	\$0.47289	\$0.47219	\$0.47219	\$0.50000
Total Tax Rate	\$1.4392	\$1.4250	\$1.34419	\$1.34419	\$1.32679	\$1.27460

* ESTIMATED TAX RATE UNDER CURRENT LAW. TAX RATE WILL COMPRESS UNDER PASSED LEGISLATION.



ENROLLMENT COMPARISON





2023-2024 TAX LEVY ESTIMATE

FREEZE ADJUSTED TAXABLE VALUES

	<u>CERTIFIED VALUES</u>	<u>ADJUSTED FOR 4% LOSS</u>
PROPERTY VALUE	\$ 5,181,679,468	\$ 5,075,930,908
DIVDED BY 100	\$ 51,816,794	\$ 50,759,309
TAX RATE	\$ 0.7746	\$ 0.7746
TAX LEVY	\$ 40,137,289	\$ 39,318,161

	<u>CERTIFIED VALUES</u>	<u>ADJUSTED FOR TREND</u>
TAX LEVY ON FROZEN VALUES	\$ 3,925,873	\$ 3,925,873
M&O PRORATED %	60.77%	60.77%
M&O TAX LEVY	\$ 2,385,753	\$ 2,385,753

TOTAL TAX LEVY	\$ 42,523,042	\$ 41,703,914
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2023-2024 ADA CALCULATION

	Full Day Student	Prekindergarten
Demographer Projection	8,741	347
Reduced Demographer Projection	8,541	347
Pre-K Projection	<u>(-347)</u>	<u>0</u>
Budgeted Enrollment Projection	8,194	347
Attendance Rate	<u>93%</u>	<u>90%</u>
Student ADA	7,620	312/2 = 156
Total Student ADA	7,776	

2023-2024 CURRENT PROJECTED BUDGET

	2022-2023 CURRENT BUDGET	2023-2024 ESTIMATED BUDGET	2023-2024 CHANGE
<u>ESTIMATED REVENUES</u>			
5700 - LOCAL REVENUES	\$ 36,648,303	\$ 44,357,914	\$ 7,709,611
5800 - STATE REVENUES	\$ 34,048,838	\$ 39,664,022	\$ 5,615,184
5900 - FEDERAL REVENUES	\$ 1,270,000	\$ 1,540,000	\$ 270,000
TOTAL	\$ 71,967,141	\$ 85,561,936	\$ 13,594,795

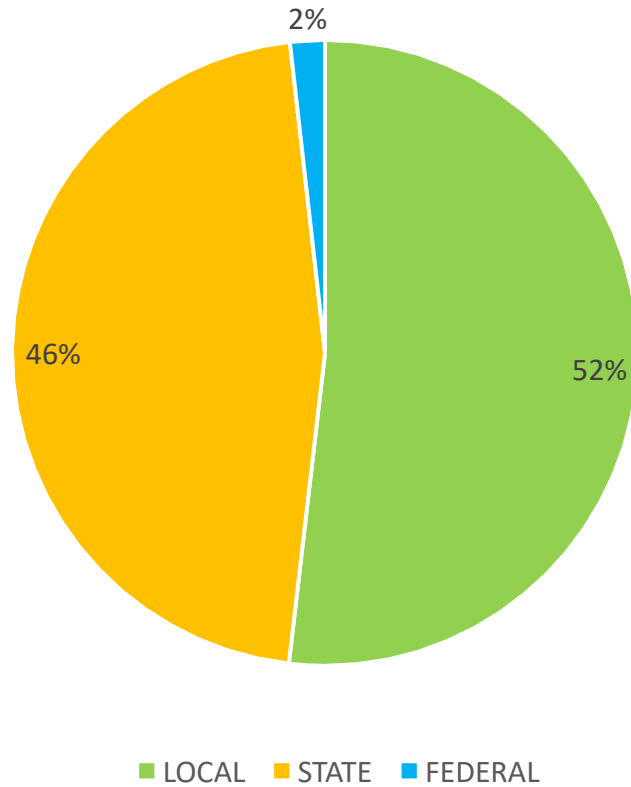
	2022-2023 CURRENT BUDGET	2023-2024 ESTIMATED BUDGET	2023-2024 CHANGE
<u>ESTIMATED APPROPRIATIONS</u>			
6100 - SALARIES/BENEFITS	\$ 57,214,896	\$ 67,013,785	\$ 9,798,889
6200 - CONTRACTED SERV.	\$ 4,755,538	\$ 5,465,102	\$ 709,564
6300 - SUPPLIES/EQUIP.	\$ 5,828,259	\$ 6,070,080	\$ 241,821
6400 - TRAVEL/MISC.	\$ 1,613,453	\$ 1,728,363	\$ 114,910
6500 - DEBT SERVICES	\$ 86,065	\$ 86,065	
6600 - CAPITAL OUTLAY	\$ 2,468,930	\$ 1,306,900	\$ (1,162,030)
8900 - TRANSFER OUT	\$ -		
TOTAL	\$ 71,967,141	\$ 81,670,295	\$ 9,703,154

SURPLUS/DEFICIT	\$ -	\$ 3,891,641	\$ 3,891,641
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BUDGET BASICS

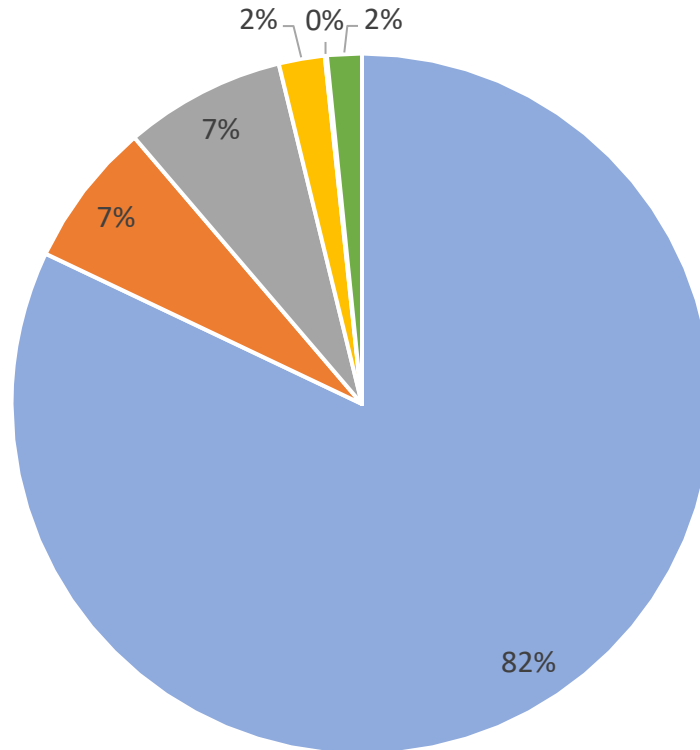
2023-2024 REVENUE SOURCES





BUDGET BASICS

2023-2024 EXPENDITURES



- SALARIES AND BENEFITS
- CONTRACTED SERVICES
- SUPPLIES
- TRAVEL/MISCELLANEOUS
- DEBT SERVICES
- CAPITAL OUTLAY



2023-2024 TASB COMPENSATION PLAN REVIEW



QUESTIONS?



**2023-2024
PRELIMINARY BUDGET
PROJECTIONS
JULY 19, 2023**

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2023-2024 TASB COMPENSATION PLAN REVIEW



QUESTIONS?

Medina Valley ISD

Pay Systems Review



Zach Hobbs, Assistant Director
July 19, 2023

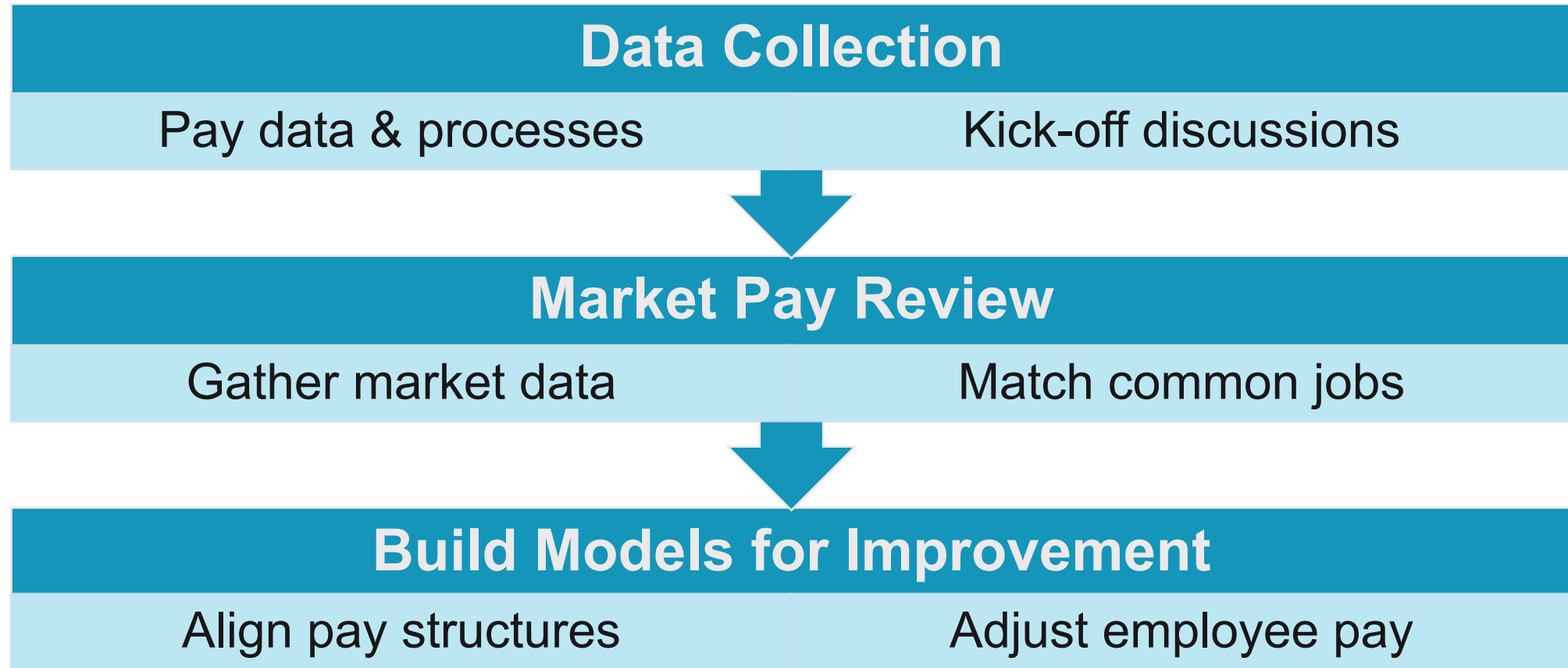


HR Services

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

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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

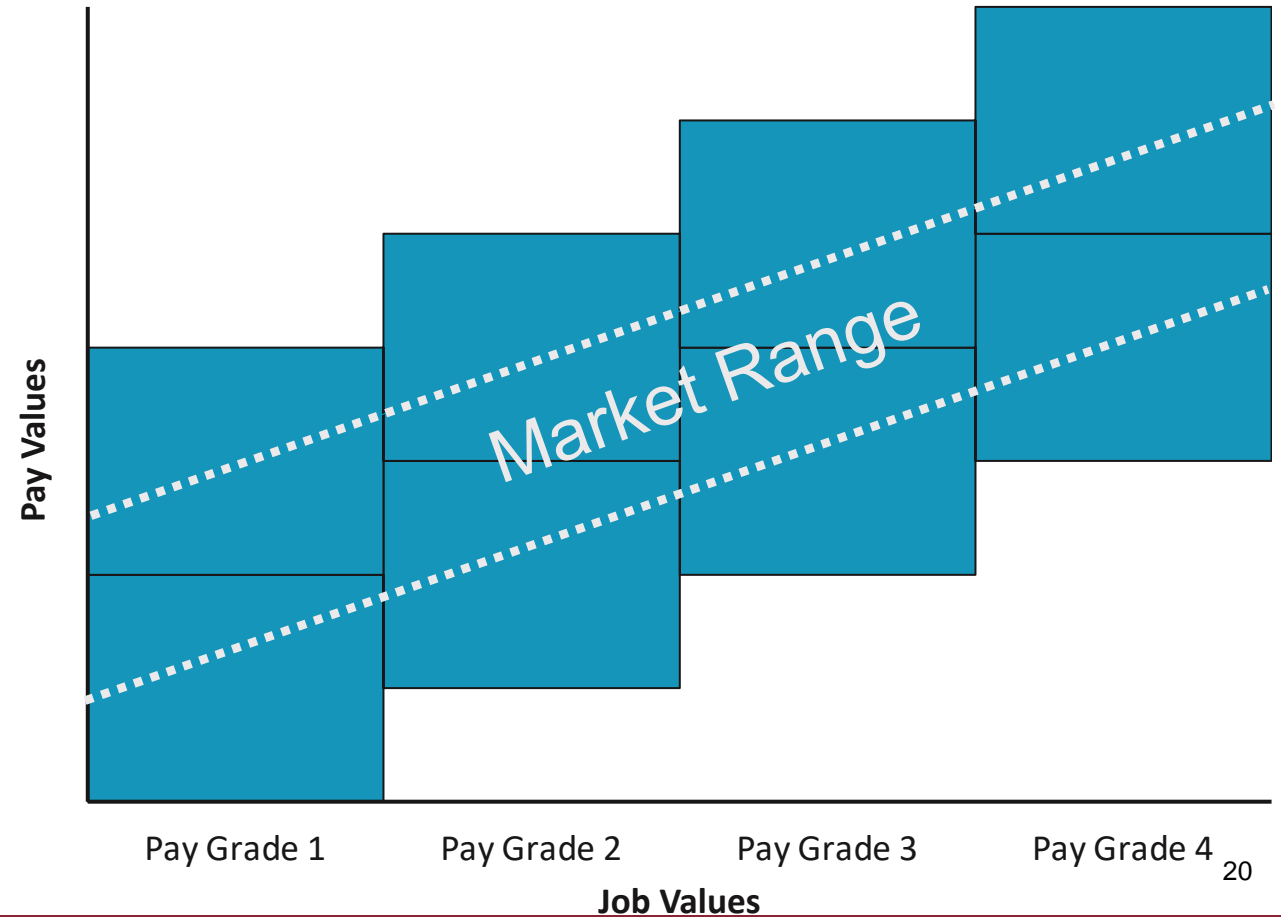
Pay System Controls

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 Districts

	District	ESC Region	Student Enrollment	Number of FTE	UIL Class	Teacher	Exempt & Nonexempt	Stipends
1	Alamo Heights ISD	20	4,722	683	5A	X	X	X
2	Boerne ISD	20	10,763	1,294	5A	X	X	X
3	East Central ISD	20	10,423	1,350	6A	**		X
4	Edgewood ISD-Bexar County	20	8,393	1,308	4A	X	X	X
5	Harlandale ISD	20	12,055	1,993	5A	X	X	X
6	Judson ISD	20	24,536	3,372	5A	X	X	X
7	North East ISD	20	59,830	8,208	6A	X	X	X
8	Northside ISD-Bexar County	20	102,206	14,186	6A	X	X	X
9	Schertz-Cibolo-Universal City ISD	20	15,890	1,874	6A	X	X	X
10	Seguin ISD	20	7,064	1,100	5A	X	X	X
11	Somerset ISD	20	4,100	621	4A	X	X	X
12	Southside ISD	20	5,872	1,020	5A	X	X	X
13	Southwest ISD	20	13,277	2,079	5A	X	X	X
	Medina Valley ISD	20	7,749	1,041	5A	13	12	13

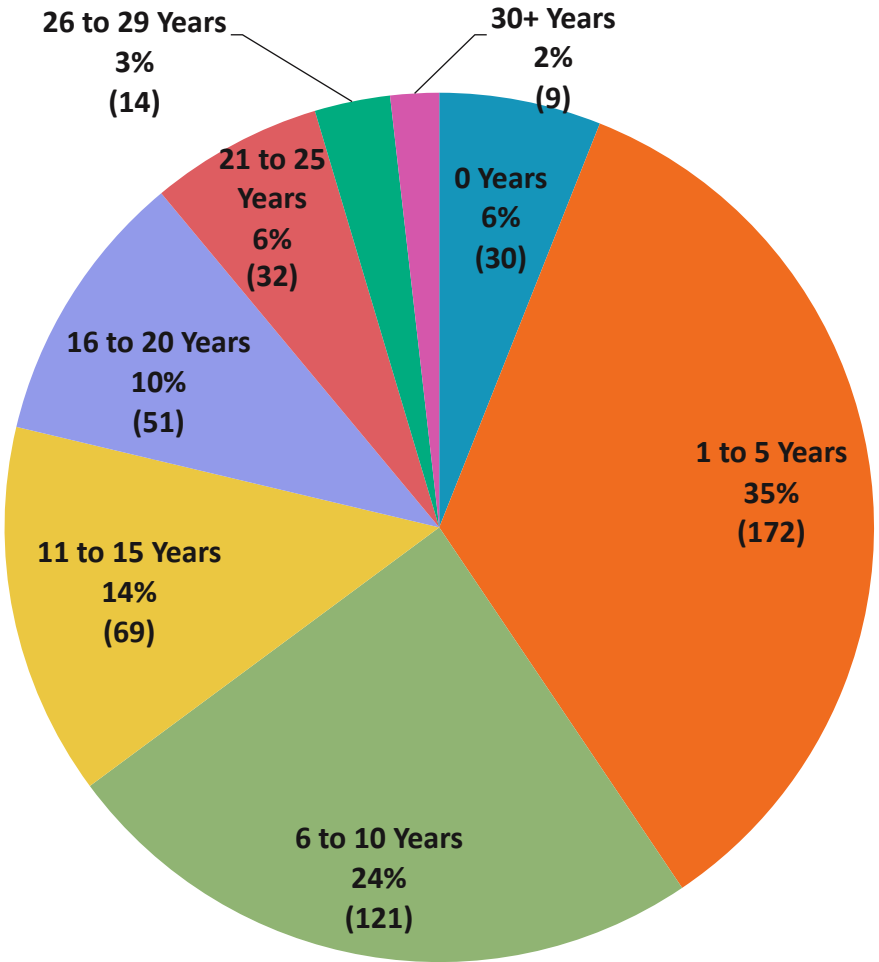
** District did not participate in survey. Teacher schedules collected from the district.

Other Market Sources

- Statewide districts with enrollment between 5,000 and 9,999 for central administration positions
- Economic Research Institute & CompAnalyst data for San Antonio metro area

Teachers – Demographics

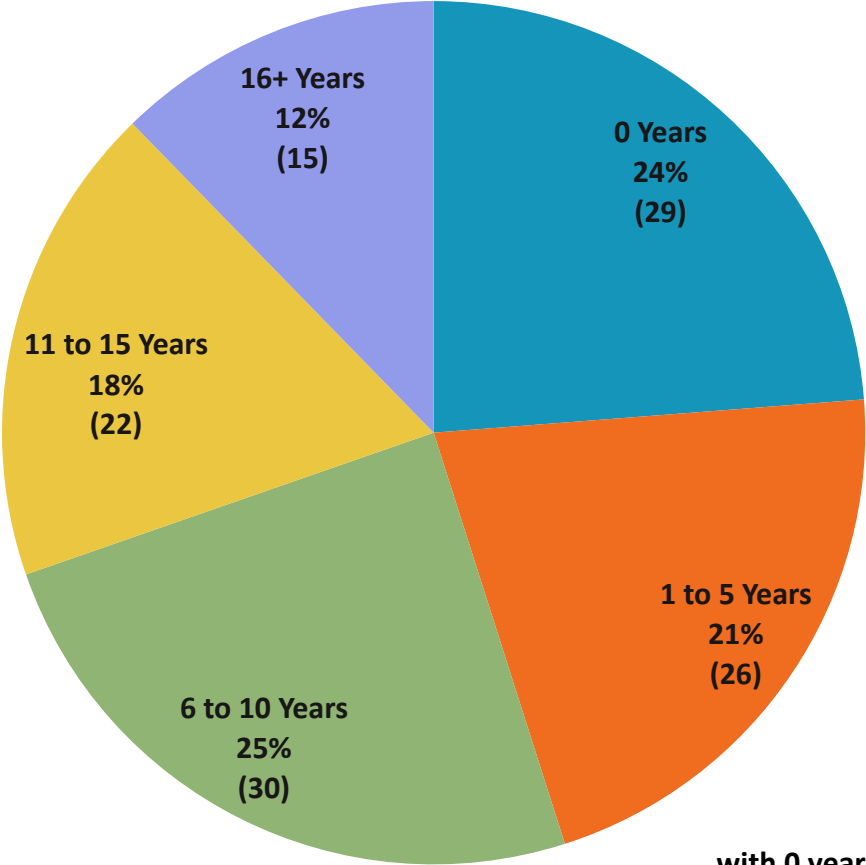
Experience of Current Teachers



498 Teachers

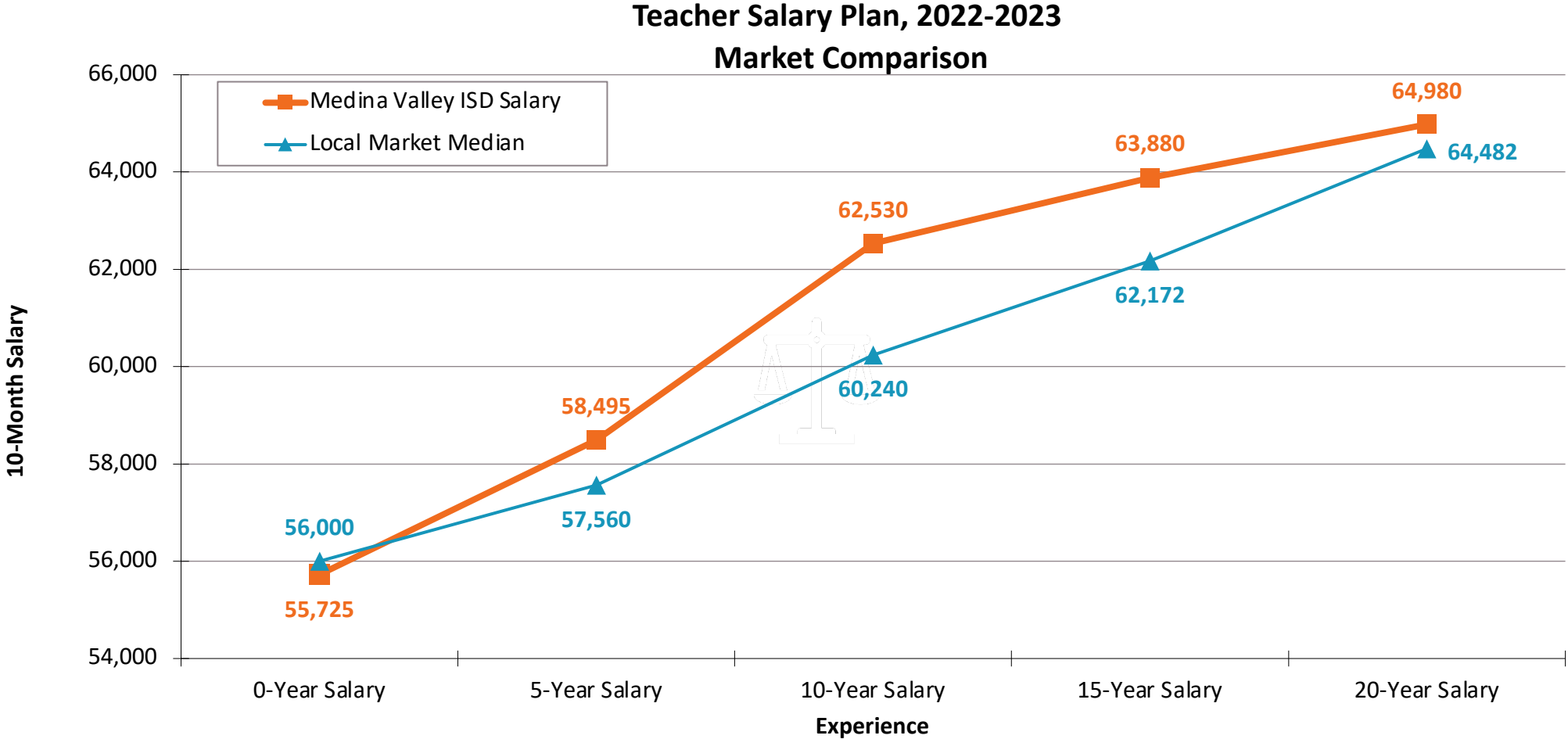
Teachers – Demographics

Experience of Newly Hired Teachers



122 Teachers
with 0 years of local experience in 2022-2023

Teachers – Market Graph



Teachers – Market Salaries

	0 - Years	5 - Years	10 - Years	15 - Years	20 - Years	Average Salary
Medina Valley ISD Salary	\$55,725	\$58,495	\$62,530	\$63,880	\$64,980	\$61,521
Local Market Median	\$56,000	\$57,560	\$60,240	\$62,172	\$64,482	\$61,161
% Difference from Market	100%	102%	104%	103%	101%	101%
Difference from Market	(\$275)	\$935	\$2,290	\$1,708	\$498	\$360

Teachers – Market Stipends

Stipend	Medina Valley ISD	Median Stipend	Districts Reporting
General Master’s Degree	\$1,000	\$1,500	12 of 12
Secondary Math	--	\$1,500	7 of 12
Secondary Science	--	\$1,750	6 of 12
Special Education – General/Resource	--	\$1,500	7 of 12
Special Education – Self-Contained	\$2,500	\$2,500	9 of 12
Bilingual	\$3,000	\$3,000	12 of 12
ESL – General	\$1,500	\$1,500	8 of 12

Extra Duty – Market Stipends

Stipend Group	Average Market Difference	Number of Benchmarks
Athletics	(\$821)	32
Performing Arts & Academics	(\$815)	29
Job-related	(\$675)	7

Other Pay Groups – Market Salaries

Pay Group	Employee Pay to Market	Pay Grade Midpoint to Market	Pay Grade Minimum to Market	Number of Benchmarks
Central Administration	93%	96%	--	15
Campus Administration	97%	110%	--	6
Professional	102%	110%	--	24
Clerical & Technical	89%	95%	94%	19
Instructional Support	85%	93%	90%	5
Manual Trades	95%	95%	97%	18

2023-2024 Proposed Administrative/Professional Pay Plan

Medina Valley ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1						
	Accountant	226	Daily	\$308.00	\$369.75	\$431.50
	Coordinator - Communications	226	187 Days	57,596	69,143	80,691
	Coordinator - Human Resources	226	197 Days	60,676	72,841	85,006
	Coordinator - Purchasing	226	226 Days	69,608	83,564	97,519
	Coordinator - Safety	226	242 Days	74,536	89,480	104,423
	Dietitian	226				
	Nurse (RN)	187				
	Social Worker	197				
	Special Programs Facilitator	197				
	Speech Language Pathologist Asst	187				
	Supervisor - Custodial	242				
	Supervisor - Payroll	226				
	Supervisor - Transportation	226				
	Truancy Officer	187				
2						
	Asst Director - Child Nutrition	226	Daily	\$325.71	\$391.01	\$456.31
	Asst Director - Maintenance	242	197 Days	64,165	77,029	89,893
	Asst Director - Transportation	226	207 Days	67,422	80,939	94,456
	Asst Manager - Construction	231	226 Days	73,610	88,368	103,126
	Counselor - ES	197	231 Days	75,239	90,323	105,408
	Counselor - MS	207	242 Days	78,822	94,624	110,427
	Librarian	197				
	Specialist - GT	207				
	Specialist - Instructional Technology	226				
	Specialist - Special Programs	207				
3						
	Academic Dean - MS	226	Daily	\$345.25	\$414.47	\$483.69
	Board Certified Behavior Analyst	207	187 Days	64,562	77,506	90,450
	Coordinator - Bilingual/ELL	226	197 Days	68,014	81,651	95,287
	Coordinator - Core Subjects	226	207 Days	71,467	85,795	100,124
	Coordinator - Instructional Mat Assess	226	226 Days	78,027	93,670	109,314
	Coordinator - Literacy/Social Studies	226				
	Coordinator - Math/Science	226				
	Coordinator - PEIMS	226				
	Coordinator - SLP/LSSP	207				
	Counselor - HS	207				
	Lead Counselor - HS	226				
	LSSP	197, 207, 226				
	Network Administrator	226				
	Occupational Therapist	187				
	Speech Language Pathologist	187				
	Vice Principal - ES	207				
	Vice Principal - MS	207				

2023-2024 Proposed Administrative/Professional Pay Plan
 Medina Valley ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
4	Academic Dean - HS	226	Daily	\$365.97	\$439.34	\$512.71
	Asst Director - Special Programs	226	207 Days	75,756	90,943	106,131
	Coordinator - DAEP	207	226 Days	82,709	99,291	115,872
	Vice Principal - HS	226				
5	Director - Child Nutrition	226	Daily	\$387.93	\$465.70	\$543.47
	Director - Communications	226	226 Days	87,672	105,248	122,824
	Director - CTE	226	242 Days	93,879	112,699	131,520
	Director - Curriculum	226				
	Director - Federal Programs	226				
	Director - Fine Arts	226				
	Director - Guidance & Counseling	226				
	Director - Maintenance	242				
	Director - Transportation	226				
	Principal - ES	226				
6	Director - Construction	231	Daily	\$411.20	\$493.64	\$576.08
	Director - Health and Safety	226	226 Days	92,931	111,563	130,194
	Director - Special Education	226	231 Days	94,987	114,031	133,074
	Director - Technology	226				
	Principal - MS	226				
7	Director - Athletics	226	Daily	\$444.10	\$533.13	\$622.16
	Director - Finance and Budget	226	226 Days	100,367	120,487	140,608
	Director - Human Resources	226				
	Principal - HS	226				
8	Exec Director - Schools	226	Daily	\$479.62	\$575.78	\$671.94
			226 Days	108,394	130,126	151,858
9	Asst Superintendent - C&I	226	Daily	\$517.99	\$621.84	\$725.69
	Asst Superintendent - Finance & Operations	226	226 Days	117,066	140,536	164,006

2023-2024 Proposed Clerical/Paraprofessional Pay Plan

Medina Valley ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$13.50	\$16.27	\$19.04
	Aide - Learning Lab	187	187 Days	20,196	24,340	28,484
	Aide - PE	187				
	Aide - PreK	187				
	Aide - SPED Inclusion	187				
2			Hourly	\$14.25	\$17.17	\$20.09
	Aide - DAEP	187	187 Days	21,318	25,686	30,055
	Aide - ISS	187	193 Days	22,002	26,510	31,019
	Aide - Library	187	207 Days	23,598	28,434	33,269
	Aide - SPED ALE	187	217 Days	24,738	29,807	34,876
	Aide - SPED BIP	187	226 Days	25,764	31,043	36,323
	Aide - SPED ECSE	187				
	Clerk - Campus	193				
	Clerk - Office	226				
	Clerk - Special Education	207				
	Clerk - Student Services	217				
	Receptionist - ES	193				
	Receptionist - HS	193				
	Receptionist - MS	193				
3			Hourly	\$15.25	\$18.37	\$21.49
	Admin Asst - Counselor HS	217	187 Days	22,814	27,482	32,149
	Admin Asst - Vice Principal HS	217	193 Days	23,546	28,363	33,181
	Aide - Specialized Self-Contained	187	207 Days	25,254	30,421	35,587
	Attendance Clerk - HS	193, 217	217 Days	26,474	31,890	37,307
	Attendance Clerk - MS	193	226 Days	27,572	33,213	38,854
	Clerk - PEIMS Special Education	226				
	Clerk- PEIMS ES	207				
	Clerk- PEIMS HS	226				
	Clerk- PEIMS MS	226				
	Receptionist - Central Office	226				
4			Hourly	\$17.00	\$20.48	\$23.96
	Admin Asst - ES	217	207 Days	28,152	33,915	39,678
	Admin Asst - MS	226	217 Days	29,512	35,553	41,595
	Admin Asst I	207, 226	226 Days	30,736	37,028	43,320
	Bookkeeper	226				
	Clerk- PEIMS District	226				

2023-2024 Proposed Clerical/Paraprofessional Pay Plan
 Medina Valley ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
5			Hourly	\$18.70	\$22.53	\$26.36
	Admin Asst - HS	226	187 Days	27,975	33,705	39,435
	Admin Asst II	207, 226	207 Days	30,967	37,310	43,652
	LVN	187	226 Days	33,810	40,734	47,659
6			Hourly	\$21.75	\$26.20	\$30.65
	Admin Asst - Asst Superintendent	226	226 Days	39,324	47,370	55,415
	Clerk - Accounting	226				
	Clerk - Accounts Payable	226				
	Clerk - Human Resources	226				
	Clerk - Payroll	226				
	Substitute Coordinator	226				
	Technician - Audio/Visual	226				
	Technician - Help Desk	226				
Technician - PC	226					
7			Hourly	\$25.75	\$31.02	\$36.29
	Clerk - Communications	226	226 Days	46,556	56,084	65,612
	Clerk - Payroll Senior	226				
	Technician - Lead PC	226				
	Technician - Systems	226				
8			Hourly	\$30.50	\$36.75	\$43.00
	Admin Asst - Superintendent	226	226 Days	55,144	66,444	77,744

2023-2024 Proposed Manual Trades Pay Plan

Medina Valley ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Hourly	Minimum	Midpoint	Maximum
1			Hourly	\$13.00	\$15.66	\$18.32
	Bus Aide	181	181 Days	18,824	22,676	26,527
	Custodian	242	242 Days	25,168	30,318	35,468
	Food Service Worker	181				
2			Hourly	\$13.75	\$16.57	\$19.39
	Groundskeeper	242	181 Days	19,910	23,993	28,077
	Lead Cook	181	242 Days	26,620	32,080	37,539
	Non-CDL Driver	181				
	Security Guard	242				
3			Hourly	\$15.25	\$18.37	\$21.49
	Asst Manager - Food Service	190	190 Days	23,180	27,922	32,665
	Technician - Warehouse	242	242 Days	29,524	35,564	41,605
4			Hourly	\$16.85	\$20.30	\$23.75
	General Maintenance	242	190 Days	25,612	30,856	36,100
	Groundskeeper - Foreman	242	242 Days	32,622	39,301	45,980
	Manager - Food Service ES	190				
5			Hourly	\$19.00	\$22.89	\$26.78
	Carpenter - Apprentice	242	181 Days	27,512	33,145	38,777
	Custodian Lead	242	190 Days	28,880	34,793	40,706
	HVAC - Apprentice	242	226 Days	34,352	41,385	48,418
	Lead Driver	181	242 Days	36,784	44,315	51,846
	Maintenance - Lead Technician	242				
	Manager - Food Service MS	190				
	Plumber - Apprentice	242				
	Route Coordinator	226				
	Vehicle Technician - Apprentice	242				
6			Hourly	\$21.75	\$26.21	\$30.67
	Carpenter - Journeyman	242	190 Days	33,060	39,839	46,618
	CDL Coordinator	226	226 Days	39,324	47,388	55,451
	Electrician - Journeyman	242	242 Days	42,108	50,743	59,377
	Grounds - Supervisor	242				
	HVAC - Journeyman	242				
	Manager - Food Service HS	190				
	Manager - Utility	242				
	Vehicle Technician	242				

2023-2024 Proposed Manual Trades Pay Plan

Medina Valley ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
7			Hourly	\$26.00	\$31.32	\$36.64
	Construction - Foreman	242	242 Days	50,336	60,636	70,935
	Electrical - Foreman	242				
	HVAC - Foreman	242				
	Plumber - Foreman	242				
	Vehicle Technician - Lead	242				
BD			Hourly	\$21.00	\$23.60	\$26.20
	Bus Driver	181	181 Days	30,408	34,173	37,938

Recommendation 1

Adopt the proposed pay and stipend structures to improve market and internal equity

- Hiring schedule for teachers
- Three midpoint-based structures
- Stipend schedules

Recommendation 2

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

- Model 1: 4.0% for all job groups
- Model 2: 4.5% for all job groups
- 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

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

Cost – Model 1 (4.0%)

Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers	\$1,275,850	\$368	\$1,276,218
Administrative/Professional	\$440,844	\$82,818	\$523,662
Clerical/Paraprofessional	\$216,267	\$155,723	\$371,990
Manual Trades	\$255,752	\$209,172	\$464,924
Total	\$2,188,713	\$448,081	\$2,636,749
% of Current Costs	4.3%	0.9%	5.2%

Cost – Model 2 (4.5%)

Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers	\$1,435,625	\$368	\$1,435,993
Administrative/Professional	\$495,951	\$77,838	\$573,789
Clerical/Paraprofessional	\$242,541	\$140,562	\$383,103
Manual Trades	\$286,188	\$194,940	\$481,128
Total	\$2,460,305	\$413,708	\$2,874,013
% of Current Costs	4.9%	0.8%	5.7%

Zach Hobbs, Assistant Director

800.580.7782

hrservices@tasb.org

Follow HR Services



@tasbhrs



tasb-hr-services



tasbhrs



2023

Stipend Review

Medina Valley Independent School District

July 17, 2023

Zach Hobbs

INTRODUCTION AND METHODOLOGY

Medina Valley ISD (MVISD) engaged the HR Services Division of the Texas Association of School Boards (TASB) to conduct a review of the district's current stipend and supplement compensation plans. The HR Services Division has been providing compensation consulting and support services to Texas schools for over 30 years.

Purpose of Study

The purpose of the study was to objectively examine pay equity for employees and to determine if pay levels for these assignments are competitive. The primary goals for the study are to:

- analyze market data from peer districts;
- assess competitiveness of district pay compared to stipend market prices;
- realign stipend amounts to current market conditions; and
- identify strategies and models for improving any existing pay inequities.

Stipends and supplement compensation plan included the following:

- athletic programs,
- academic support,
- performance arts, and
- miscellaneous assignments, supplements, and incentives.

Project Activities

In consultation with the district, a work plan was developed to complete the study. The HR Services consultant completed the following work tasks through the course of the review.

The consultant conferred with district administrators to ensure a clear understanding of the concerns, problems, and objectives for the study. The district stipend plan was collected at the start of the project.

The competitive stipend market group was approved by district administrators. Market data on stipend pay practices was compiled and compared to district pay practices. The consultant analyzed the data to determine where the district is at risk and identified priorities for improvement in stipend and supplemental pay practice.

Market Comparisons

TASB HR Services surveys districts for athletic, academic, performing arts, and job-related stipends. The market value for each stipend is calculated based on the dollars paid plus the dollar value of any additional duty days paid for that stipend assignment.

Districts compensate for extracurricular duties in a variety of ways including paying flat rate stipends, adding extra duty days to teaching contracts, and a combination of both. In benchmarking market trends, the method of pay was determined for each district and a total value was calculated. For example, if a district paid both a stipend and extra duty days, the value of duty days was estimated using the average teacher daily rate of pay and that value was added to the stipend to calculate a total pay value for the duty assignment.

The following districts were used as the comparison districts to assess the competitive market. Comparison districts were selected based on enrollment, location, organizational characteristics (UIL), and competitive hiring group. School district data was obtained from the most recent available surveys conducted by TASB HR Services.

Exhibit 1: Comparison Districts

	District	ESC Region	Student Enrollment	Number of FTE	UIL Class	Stipends
1	Alamo Heights ISD	20	4,722	683	5A	X
2	Boerne ISD	20	10,763	1,294	5A	X
3	East Central ISD	20	10,423	1,350	6A	X
4	Edgewood ISD-Bexar County	20	8,393	1,308	4A	X
5	Harlandale ISD	20	12,055	1,993	5A	X
6	Judson ISD	20	24,536	3,372	5A	X
7	North East ISD	20	59,830	8,208	6A	X
8	Northside ISD-Bexar County	20	102,206	14,186	6A	X
9	Schertz-Cibolo-Universal City ISD	20	15,890	1,874	6A	X
10	Seguin ISD	20	7,064	1,100	5A	X
11	Somerset ISD	20	4,100	621	4A	X
12	Southside ISD	20	5,872	1,020	5A	X
13	Southwest ISD	20	13,277	2,079	5A	X
	Medina Valley ISD	20	7,749	1,041	5A	13

PROPOSED STIPEND STRUCTURES

2023-2024 Proposed Extra Duty Stipends

Medina Valley ISD

Category	Sub-Category	Assignment	Proposed Stipend
Academics			
	UIL	One Act Play Advisor - HS	1,500
	UIL	One Act Play Assistant Advisor - HS	500
	UIL	UIL Coordinator - EL	750
	UIL	UIL Coordinator - Elementary	1,000
	UIL	UIL Coordinator - HS	1,250
	UIL	UIL Coordinator - MS	1,000
	UIL	UIL Coordinator - Secondary	2,000
	UIL	UIL Sponsor - EL	250
	UIL	UIL Sponsor - HS	500
	UIL	UIL Sponsor - MS	450
Activities/Clubs			
	Sponsor	Art Society - HS	1,000
	Sponsor	CTSO Sponsor - HS	2,000
	Sponsor	Cyber Patriots - HS	2,500
	Sponsor	Future Problem Solvers - HS	500
	Sponsor	Future Problem Solvers - MS	500
	Sponsor	Mock Trail - HS	500
	Sponsor	National Honor Society - HS	1,000
	Sponsor	National Junior Honor Society - MS	500
	Sponsor	National Tech Society - HS	500
	Sponsor	Newspaper - HS	1,600
	Sponsor	Robotics Sposor - MS	500
	Sponsor	Student Activity Coordinator - HS	700
	Sponsor	Student Council Sponsor - HS	1,500
	Sponsor	Student Council Sponsor - MS	1,000
	Sponsor	Yearbook Sponsor - HS	1,500
	Sponsor	Yearbook Sponsor - MS	1,000

2023-2024 Proposed Extra Duty Stipends

Medina Valley ISD

Category	Sub-Category	Assignment	Proposed Stipend
Athletics			
	Coordinator	Athletic Coordinator (Boys/Girls) - MS	2,000
	Coordinator	Girls Coordinator - HS	8,000
	Football	Football - MS	3,000
	Football	Football Varsity Assitant - HS	7,000
	Football	Football Varsity Coordinator - HS	9,000
	Football	Varsity Head Football - HS	12,000
	Head Coach	Baseball Head - HS	7,000
	Assistant Coach	Baseball Assistant - HS	4,250
	Head Coach	Basketball Head - HS	7,500
	Assistant Coach	Basketball Assistant - HS	4,500
	Head Coach	Cross Country Head - HS	6,000
	Assistant Coach	Cross Country Assistant - HS	3,500
	Head Coach	Golf Head (All Year) - HS	6,500
	Assistant Coach	Golf Assistant (Half Year) - HS	3,000
	Head Coach	Powerlifting Head - HS	6,500
	Assistant Coach	Powerlifting Assistant - HS	4,000
	Head Coach	Soccer Head - HS	7,000
	Assistant Coach	Soccer Assistant - HS	4,250
	Head Coach	Softball Head - HS	7,000
	Assistant Coach	Softball Assistant - HS	4,250
	Head Coach	Swimming Head - HS	6,500
	Assistant Coach	Swimming Assistant - HS	4,000
	Head Coach	Tennis Head Individual - HS	4,000
	Assistant Coach	Tennis Assistant Individual - HS	2,500
	Head Coach	Tennis Head Team - HS	4,000
	Assistant Coach	Tennis Assistant Team - HS	2,500
	Head Coach	Track Head - HS	6,500
	Assistant Coach	Track Assistant - HS	4,000
	Head Coach	Volleyball Head - HS	7,500
	Assistant Coach	Volleyball Assistant - HS	4,500
	Middle School Coach	Basketball - MS	2,000
	Middle School Coach	Cross Country - MS	2,000
	Middle School Coach	Soccer - MS	2,000
	Middle School Coach	Tennis - MS	2,000
	Middle School Coach	Track - MS	2,000
	Middle School Coach	Volleyball - MS	2,500

2023-2024 Proposed Extra Duty Stipends

Medina Valley ISD

Category	Sub-Category	Assignment	Proposed Stipend
Job-related			
	Professional	Lead Counselor - HS	3,500
	Professional	Lead LSSP/SLP	2,000
	Professional	Lead Nurse	5,000
	Professional	Lead Social Worker	1,500
	Professional	Trainer Assistant - HS	9,000
	Professional	Trainer Head - HS	11,000
	Teacher	Alternative/Behavioral/ALE Teacher	2,500
	Teacher	Bilingual Teacher - EL	3,000
	Teacher	Bilingual Teacher Signing Bonus - EL	1,000
	Teacher	DEAP Lead Teacher	3,000
	Teacher	DEAP Teacher	2,500
	Teacher	Dept. Chair - HS	1,900
	Teacher	Dept. Chair - MS	1,500
	Teacher	Dual Credit (per course) - HS	600
	Teacher	Early Child Special Education Teach - EL	2,500
	Teacher	ESL Teacher - HS	1,500
	Teacher	ESL Teacher - MS	1,500
	Teacher	Grade Level Chair - MS	1,000
	Teacher	Grade Level/Specials Chair - EL	1,000
	Teacher	Interpreter (Sign Language) - HS	1,200
	Teacher	JROTC Drill Team - HS	4,000
	Teacher	Lead Dyslexia (per campus)	1,500
	Teacher	Lead GT (per campus)	1,500
	Teacher	Lead PE	1,500
	Teacher	Mentor Teacher	1,000
	Teacher	PK Special Ed Certified - EL	1,000

2023-2024 Proposed Extra Duty Stipends

Medina Valley ISD

Category	Sub-Category	Assignment	Proposed Stipend
Performing Arts			
	Band	Band - MS	7,000
	Band	Band Assistant - HS	9,000
	Choir	Choir - HS	5,000
	Theatre	Theatre Advisor - HS (fall show)	3,000
	Theatre	Theatre Advisor Assistant - HS (fall show)	1,000
	Dance	Dance Assistant Team Sponsor - HS	3,000
	Dance	Dance Team Sponsor - HS	6,000
Spirit			
	Cheerleading	Cheerleader Assistant Sponsor - HS	3,000
	Cheerleading	Cheerleader Sponsor - HS	6,000
	Cheerleading	Cheerleader Sponsor - MS	2,000