

Conroe ISD

Pay Systems Review

Amy Campbell
June 6, 2023

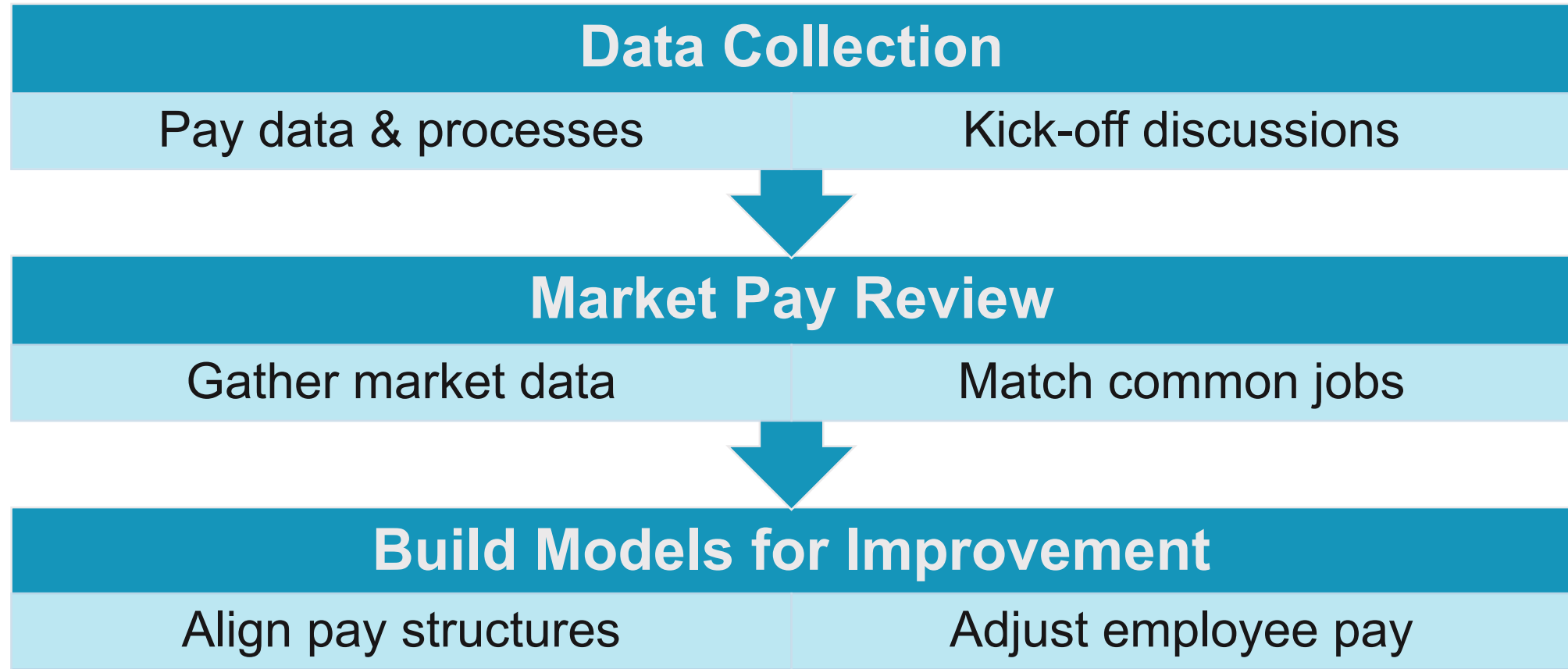


HR Services

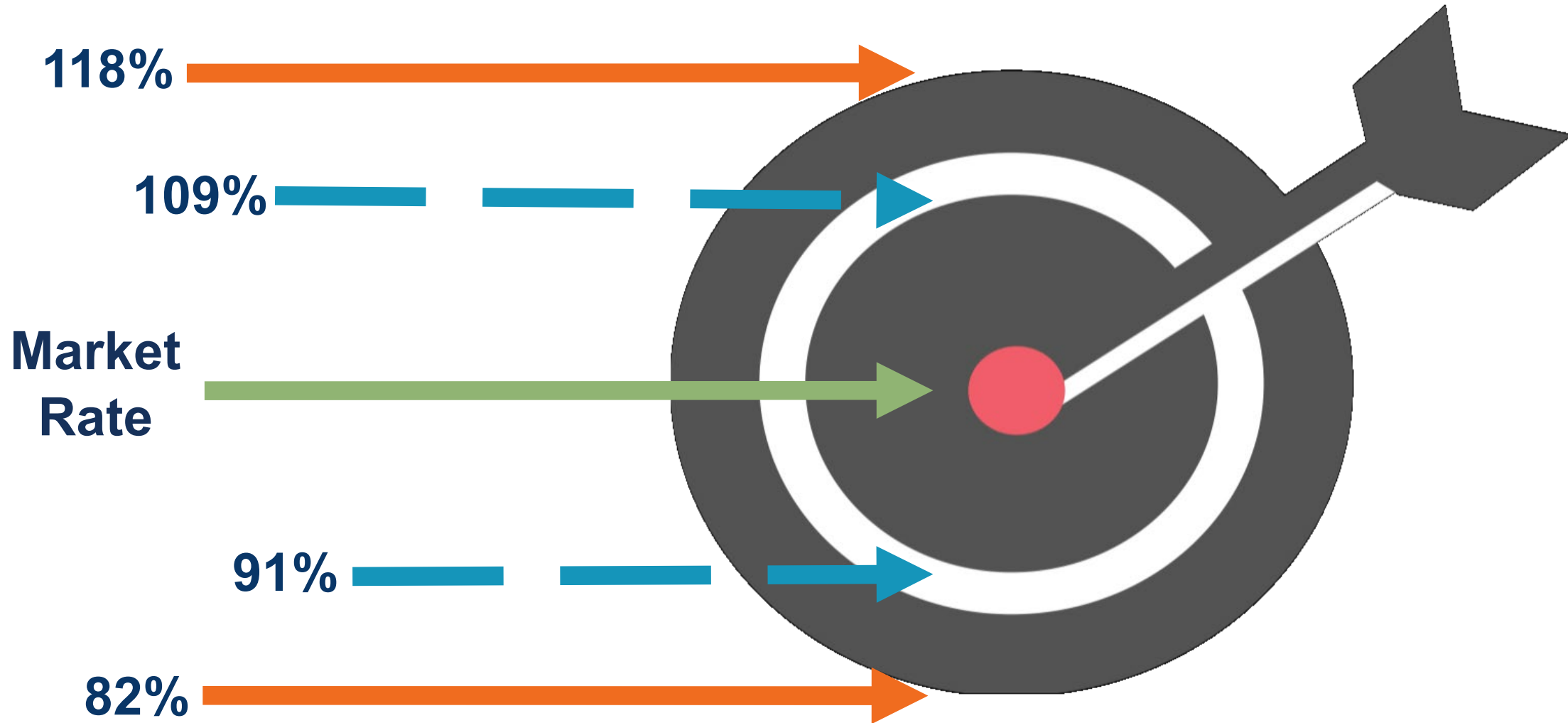
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TASB Pay Study Process



Market Pay Strategy



Market Districts

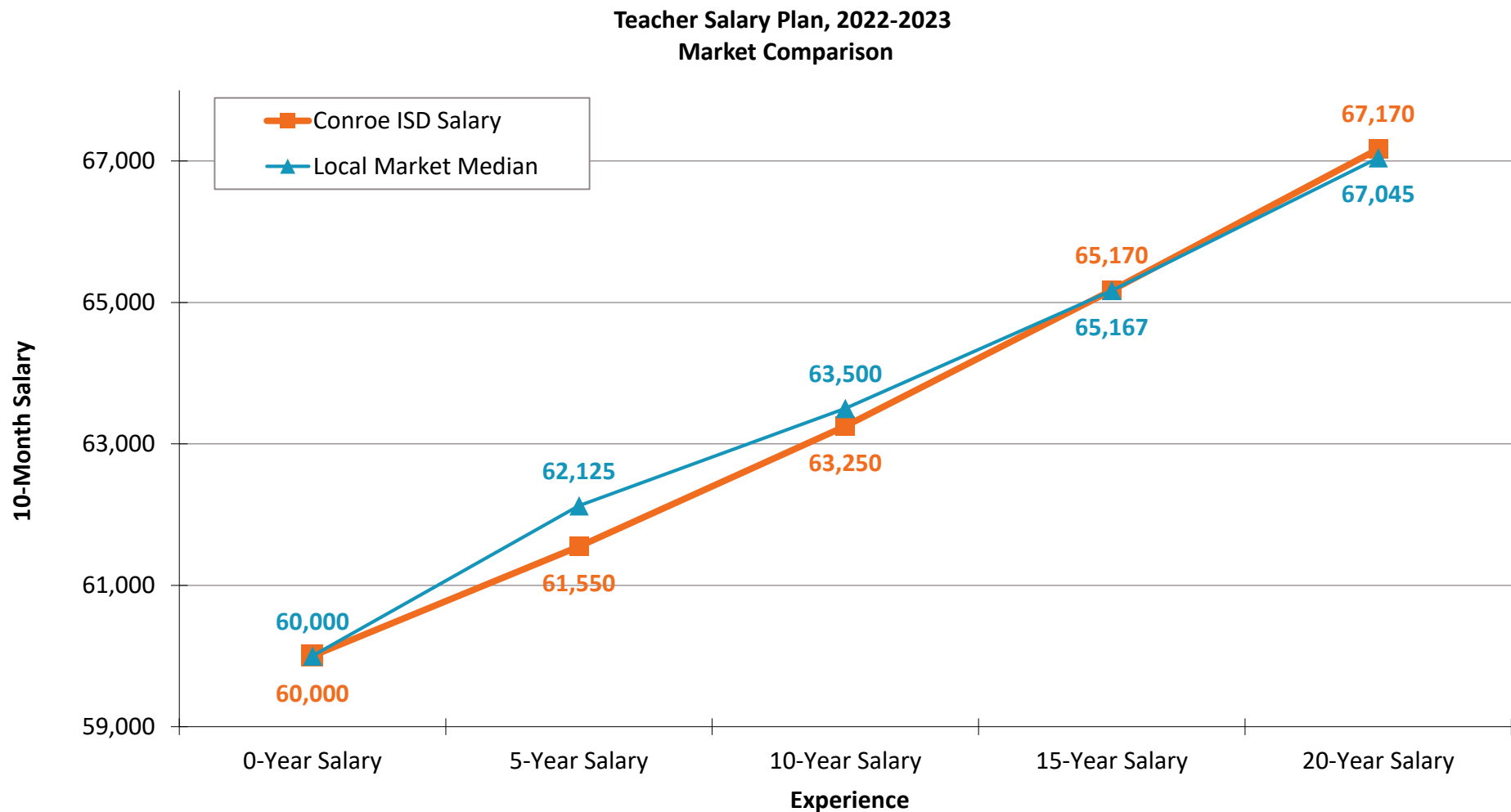
	District	ESC Region	Student Enrollment	Number of FTE	Teacher	Exempt & Nonexempt
1	Aldine ISD	04	62,008	8,804	X	X
2	Cleveland ISD	04	10,860	1,980	X	X
3	Cypress-Fairbanks ISD	04	11,307	18,706	X	X
4	Humble ISD	04	48,369	6,066	X	X
5	Katy ISD	04	92,681	13,271	X	X
6	Klein ISD	04	53,294	7,195	X	X
7	Magnolia ISD	06	13,658	1,712	X	X
8	Montgomery ISD	06	9,728	1,118	X	X
9	New Caney ISD	06	18,215	2,886	X	X
10	Spring Branch ISD	04	33,862	4,694	X	X
11	Spring ISD	04	33,537	5,186	**	
12	Tomball ISD	04	20,262	2,548	X	X
13	Willis ISD	06	8,432	1,039	X	X
Conroe ISD		06	64,294	8,246	13	12

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

Other Market Sources

- Statewide districts with enrollment of 50,000 or more for high-level administrators
- Economic Research Institute for Houston metro area
- CompAnalyst for Houston metro area

Teachers – Market Graph



Teachers – Market Salaries

	0 - Years	5 - Years	10 - Years	15 - Years	20 - Years	Average Salary
Conroe ISD Salary	\$60,000	\$61,550	\$63,250	\$65,170	\$67,170	\$64,379
Local Market Median	\$60,000	\$62,125	\$63,500	\$65,167	\$67,045	\$63,693
% Difference from Market	100%	99%	100%	100%	100%	101%
Difference from Market	\$0	(\$575)	(\$250)	\$3	\$126	\$686

Teachers – Market Stipends

Stipend	Conroe ISD	Median Stipend	Districts Reporting
General Master's Degree	\$1,800	\$1,000	10 of 12
Secondary Math	--	\$3,000	6 of 12
Secondary Science	--	\$3,000	6 of 12
Bilingual	\$4,500	\$4,500	12 of 12
Special Education Self-Contained	\$2,000	\$1,500	11 of 12

Exempt – Market Salaries

Pay Group	Employee Pay to Market	Pay Grade Midpoint to Market	Number of Benchmarks
Administrative Business	97%	100%	34
Administrative Education	103%	106%	40
Teacher Hiring Schedule (ROTC, Ag Teacher, etc.)	96%	--	5

Nonexempt – Market Salaries

Pay Group	Employee Pay to Market	Pay Grade Midpoint to Market	Pay Grade Minimum to Market	Number of Benchmarks
Administrative Support	101%	102%	101%	25
Instructional Support	99%	105%	104%	11
Auxiliary	105%	110%	112%	25
Police	100%	110%	104%	25

Recommendation 1

Implement pay structure adjustments

- Improved starting salaries
- Midpoints connected to market

Recommendation 2

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

- Model 1: 2.0% for all job groups
- Model 2: 3.0% 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

Implement additional adjustments to teacher hiring schedule to value teacher experience

- Adjustments to teachers with 15 or more years of experience

Teacher Hiring Schedule – 2% Model

2022-2023 Years of Exp	2022-2023 New Hire Salary	+	2.0% General Pay Increase	+	Additional Adjustment	=	2023-2024 Years of Exp	2023-2024 Proposed New Hire Salary
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							0	→ \$61,000
0	→	\$60,000	+	\$1,250	+	\$50	=	1 \$61,300
1		\$60,300	+	\$1,250	+	\$50	=	2 \$61,600
2		\$60,600	+	\$1,250	+	\$50	=	3 \$61,900
3		\$60,900	+	\$1,250	+	\$50	=	4 \$62,200
4		\$61,250	+	\$1,250	+		=	5 \$62,500
5		\$61,550	+	\$1,250	+		=	6 \$62,800
6		\$61,850	+	\$1,250	+		=	7 \$63,100
7		\$62,350	+	\$1,250	+		=	8 \$63,600
8		\$62,650	+	\$1,250	+		=	9 \$63,900
9		\$62,950	+	\$1,250	+		=	10 \$64,200
10		\$63,250	+	\$1,250	+		=	11 \$64,500
11		\$63,550	+	\$1,250	+		=	12 \$64,800
12		\$63,970	+	\$1,250	+		=	13 \$65,220
13		\$64,370	+	\$1,250	+		=	14 \$65,620
14		\$64,770	+	\$1,250	+	\$500	=	15 \$66,520
15		\$65,170	+	\$1,250	+	\$500	=	16 \$66,920

2022-2023 Years of Exp	2022-2023 New Hire Salary	+	2.0% General Pay Increase	+	Additional Adjustment	=	2023-2024 Years of Exp	2023-2024 Proposed New Hire Salary
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16	\$65,570	+	\$1,250	+	\$500	=	17	\$67,320
17	\$65,970	+	\$1,250	+	\$500	=	18	\$67,720
18	\$66,370	+	\$1,250	+	\$500	=	19	\$68,120
19	\$66,770	+	\$1,250	+	\$750	=	20	\$68,770
20	\$67,170	+	\$1,250	+	\$750	=	21	\$69,170
21	\$67,570	+	\$1,250	+	\$750	=	22	\$69,570
22	\$68,070	+	\$1,250	+	\$750	=	23	\$70,070
23	\$68,570	+	\$1,250	+	\$750	=	24	\$70,570
24	\$69,070	+	\$1,250	+	\$1,000	=	25	\$71,320
25	\$69,570	+	\$1,250	+	\$1,000	=	26	\$71,820
26	\$70,170	+	\$1,250	+	\$1,000	=	27	\$72,420
27	\$70,670	+	\$1,250	+	\$1,000	=	28	\$72,920
28	\$71,170	+	\$1,250	+	\$1,000	=	29	\$73,420
29	\$71,670	+	\$1,250	+	\$1,250	=	30+	\$74,170
30+	\$72,070							

Teacher Hiring Schedule – 3% Model

2022-2023 Years of Exp	2022-2023 New Hire Salary	3.0% General Pay Increase	Additional Adjustment	=	2023-2024 Years of Exp	2023-2024 Proposed New Hire Salary
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					0	→ \$61,600
0	→	\$60,000	+	\$1,900	+	= 1 \$61,900
1		\$60,300	+	\$1,900	+	= 2 \$62,200
2		\$60,600	+	\$1,900	+	= 3 \$62,500
3		\$60,900	+	\$1,900	+	= 4 \$62,800
4		\$61,250	+	\$1,900	+	= 5 \$63,150
5		\$61,550	+	\$1,900	+	= 6 \$63,450
6		\$61,850	+	\$1,900	+	= 7 \$63,750
7		\$62,350	+	\$1,900	+	= 8 \$64,250
8		\$62,650	+	\$1,900	+	= 9 \$64,550
9		\$62,950	+	\$1,900	+	= 10 \$64,850
10		\$63,250	+	\$1,900	+	= 11 \$65,150
11		\$63,550	+	\$1,900	+	= 12 \$65,450
12		\$63,970	+	\$1,900	+	= 13 \$65,870
13		\$64,370	+	\$1,900	+	= 14 \$66,270
14		\$64,770	+	\$1,900	+	\$500 = 15 \$67,170
15		\$65,170	+	\$1,900	+	\$500 = 16 \$67,570

2022-2023 Years of Exp	2022-2023 New Hire Salary	3.0% General Pay Increase	Additional Adjustment	=	2023-2024 Years of Exp	2023-2024 Proposed New Hire Salary
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16	\$65,570	+	\$1,900	+	\$500	= 17 \$67,970
17	\$65,970	+	\$1,900	+	\$500	= 18 \$68,370
18	\$66,370	+	\$1,900	+	\$500	= 19 \$68,770
19	\$66,770	+	\$1,900	+	\$750	= 20 \$69,420
20	\$67,170	+	\$1,900	+	\$750	= 21 \$69,820
21	\$67,570	+	\$1,900	+	\$750	= 22 \$70,220
22	\$68,070	+	\$1,900	+	\$750	= 23 \$70,720
23	\$68,570	+	\$1,900	+	\$750	= 24 \$71,220
24	\$69,070	+	\$1,900	+	\$1,000	= 25 \$71,970
25	\$69,570	+	\$1,900	+	\$1,000	= 26 \$72,470
26	\$70,170	+	\$1,900	+	\$1,000	= 27 \$73,070
27	\$70,670	+	\$1,900	+	\$1,000	= 28 \$73,570
28	\$71,170	+	\$1,900	+	\$1,000	= 29 \$74,070
29	\$71,670	+	\$1,900	+	\$1,250	= 30+ \$74,820
30+	\$72,070					

Recommendation 4

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 (2.0%)

Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers and Librarians	\$5,877,989	\$1,218,824	\$7,096,813
Administrative-Business	\$212,999	\$148,355	\$361,354
Administrative-Education	\$1,760,332	\$1,093,930	\$2,854,262
Administrative-Support	\$370,526	\$239,505	\$610,031
Instructional Support	\$432,401	\$270,424	\$702,825
Auxiliary	\$1,033,825	\$445,306	\$1,479,131
Police	\$120,317	\$45,523	\$165,840
Total	\$9,808,388	\$3,461,867	\$13,270,255
% of Current Costs	2.3%	0.8%	3.2%

Cost – Model 2 (3.0%)

Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers and Librarians	\$8,934,767	\$1,192,603	\$10,127,370
Administrative-Business	\$319,671	\$127,999	\$447,670
Administrative-Education	\$2,640,868	\$945,341	\$3,586,209
Administrative-Support	\$553,877	\$159,423	\$713,300
Instructional Support	\$649,365	\$126,494	\$775,859
Auxiliary	\$1,552,284	\$170,849	\$1,723,133
Police	\$181,081	\$20,110	\$201,191
Total	\$14,831,913	\$2,742,819	\$17,574,732
% of Current Costs	3.5%	0.7%	4.2%

Cost for Additional Adjustments to Teacher Hiring Schedule

Pay Group	Adjustments
2.0% Model Additional Costs	\$1,268,351
3.0% Model Additional Costs	\$1,232,530

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