

Pflugerville ISD Pay System Review



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TASB Pay Study Process

Data Collection – December

Pay data & processes

Kick-off discussions



Market Pay Review – January

Gather market data

Match common jobs



Build Models for Improvement – February

Align pay structures

Adjust employee pay



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



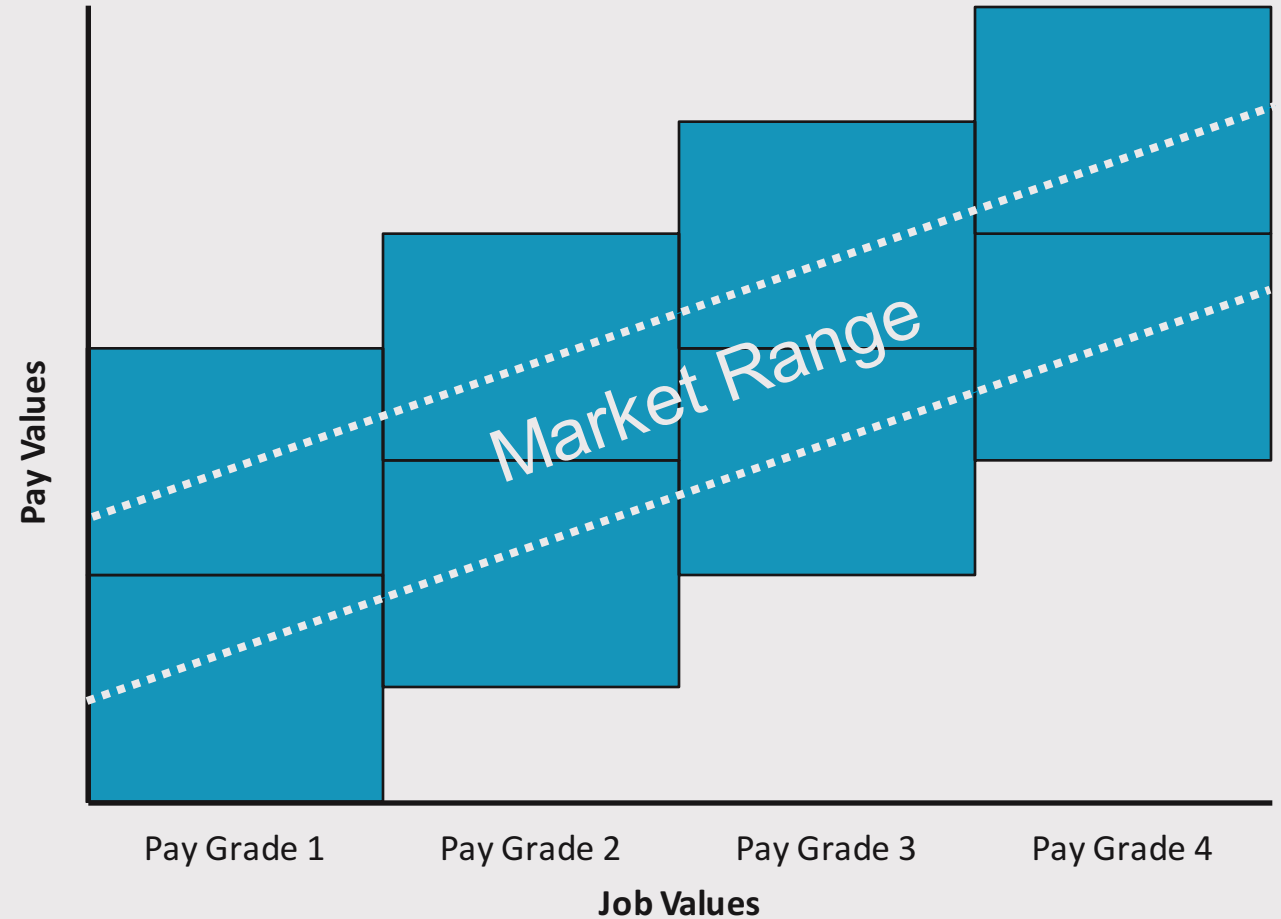
Pay System Controls

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



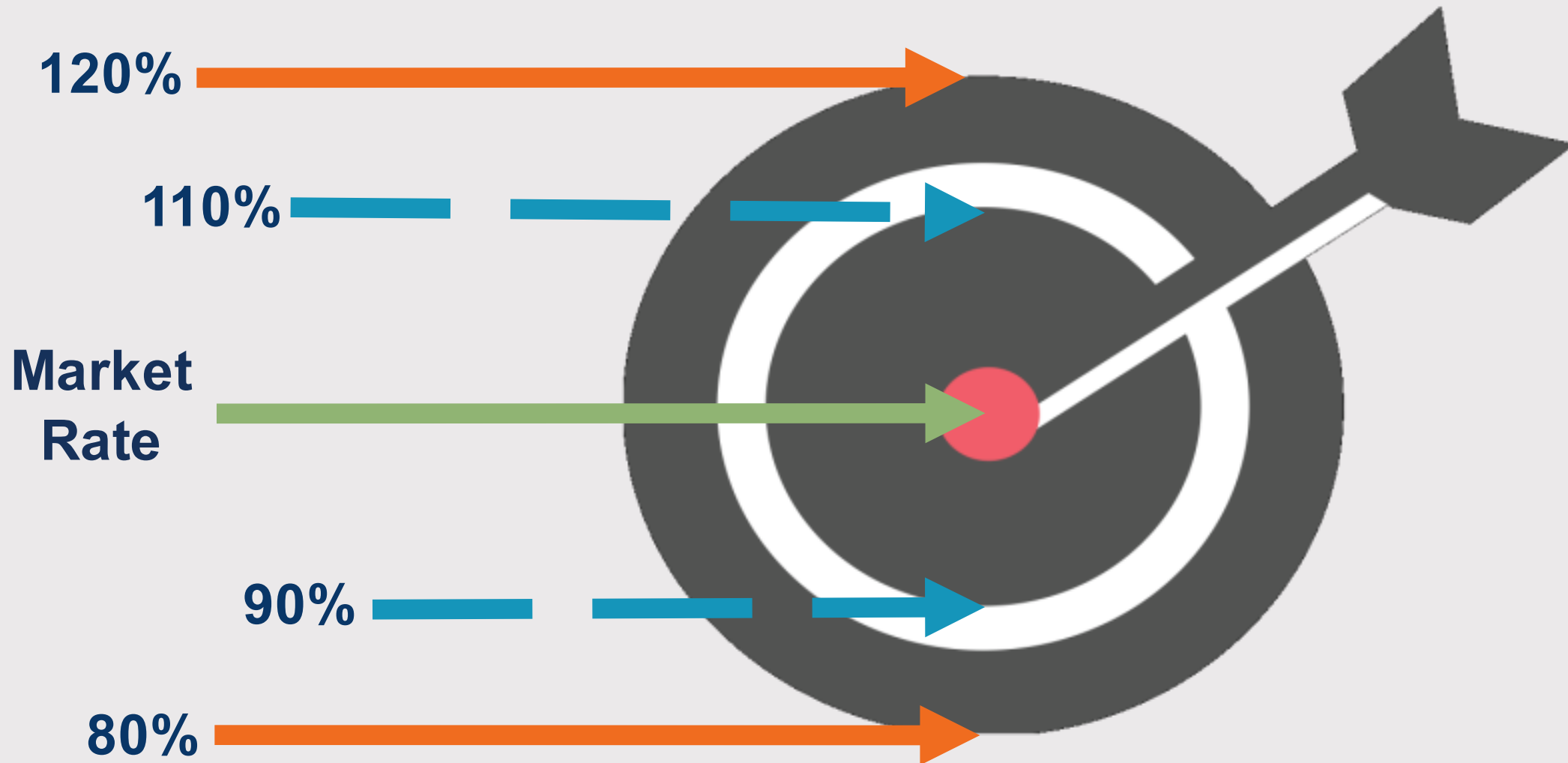


Strategies for Pay System Control

- 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 Pay Strategy





Market Districts

| District | Enrollment | Teachers & Exempt | Nonexempt | Stipends |
|-------------------------|---------------|-------------------|-----------|----------|
| Pflugerville ISD | 25,394 | | | |
| Austin ISD | 79,116 | X | X | X |
| Bastrop ISD | 11,061 | | | X |
| Bryan ISD | 16,000 | | | X |
| Del Valle ISD | 10,873 | X | X | X |
| Eanes ISD | 8,121 | X | X | X |
| Elgin ISD | 4,420 | X | X | X |
| Georgetown ISD | 11,703 | X | X | X |
| Hays CISD | 19,736 | X | X | X |
| Hutto ISD | 7,535 | X | X | X |
| Killeen ISD | 45,024 | | | X |
| Lake Travis ISD | 10,571 | X | X | X |
| Leander ISD | 39,883 | X | X | X |
| Manor ISD | 9,328 | X | X | X |
| Round Rock ISD | 50,135 | X | X | X |
| Temple ISD | 8,730 | | | X |
| Waco ISD | 14,817 | | | X |



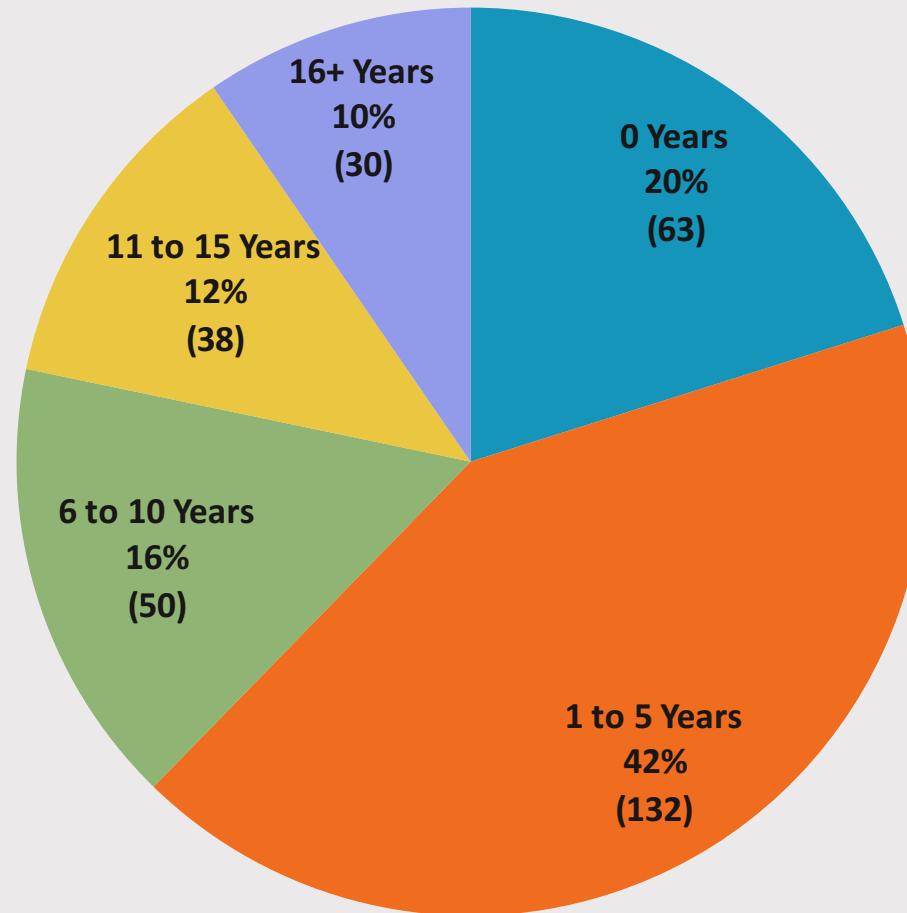
Other Market Sources

- Statewide districts with enrollment between 25,000 and 49,999 for directors+
- Economic Research Institute for Austin metro area
- CompAnalyst for Austin metro area



Teachers – Demographics

Experience of Newly Hired Teachers and Librarians, 2018-19

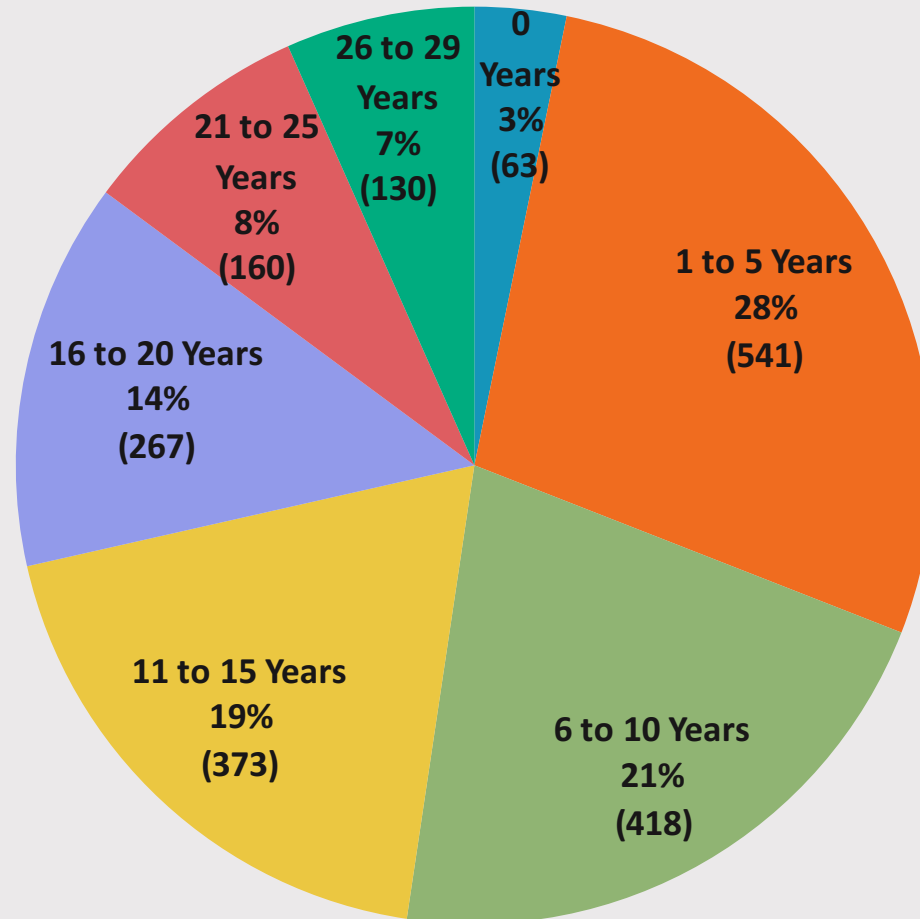


313 Teachers and Librarians
new to the district in 2018-2019



Teachers – Demographics

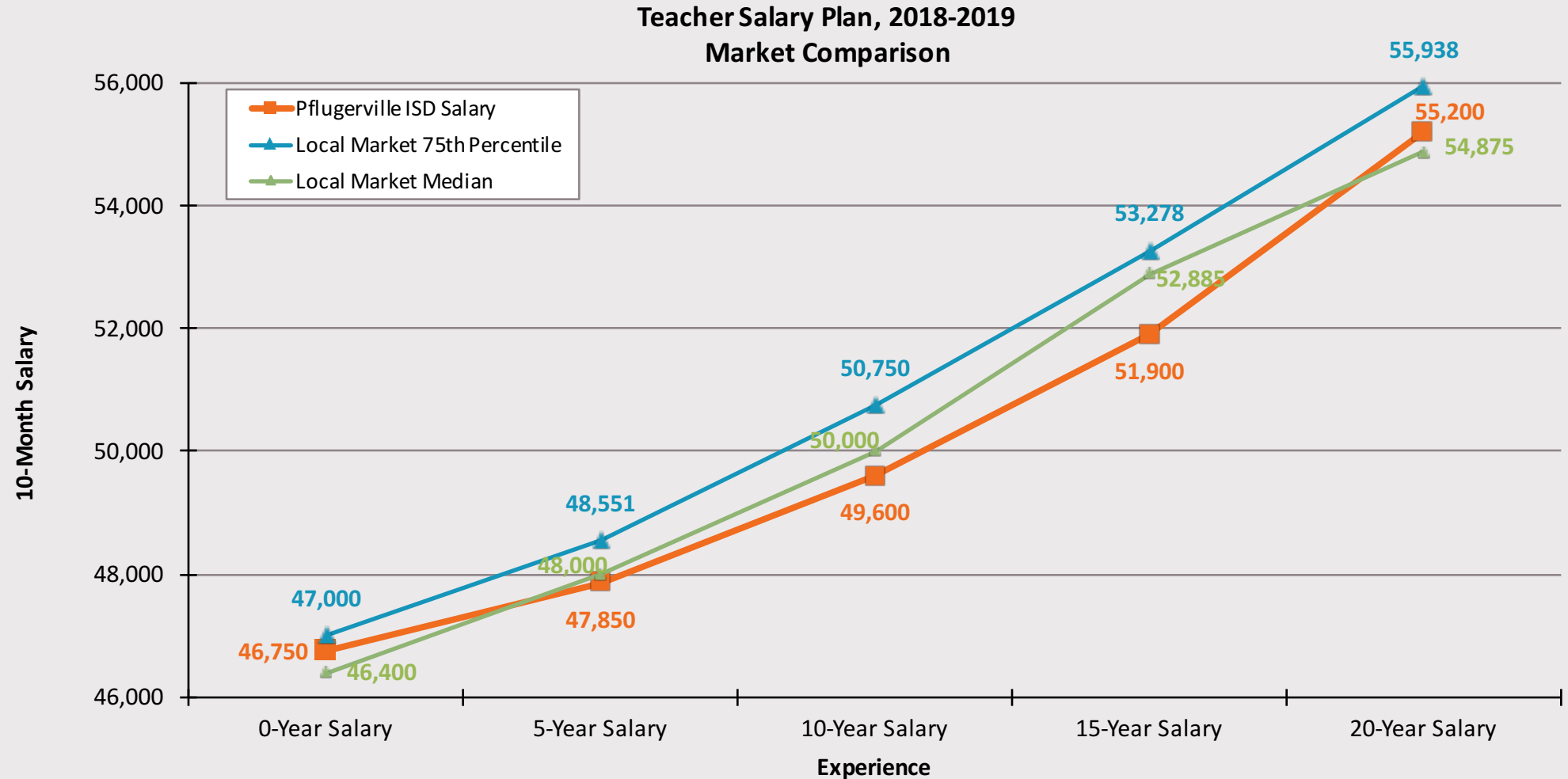
Experience of Current Teachers and Librarians, 2018-19



1,952 Teachers and Librarians



Teachers – Market Salaries





Teachers – Market Salaries

| | 0 - Years | 5 - Years | 10 - Years | 15 - Years | 20 - Years |
|--|-----------|-----------|------------|------------|------------|
| Pflugerville ISD Salary | \$46,750 | \$47,850 | \$49,600 | \$51,900 | \$55,200 |
| Local Market 75th Percentile | \$47,000 | \$48,551 | \$50,750 | \$53,278 | \$55,938 |
| % Difference from Market | 99% | 99% | 98% | 97% | 99% |
| Difference from Market | (\$250) | (\$701) | (\$1,150) | (\$1,378) | (\$738) |



Teachers – Market Stipends

| Stipend | Pflugerville ISD | Median Stipend | Districts Reporting |
|---|------------------|----------------|---------------------|
| General Master's Degree | \$1,250 | \$1,000 | 7 of 11 |
| Special Education General/Resource | \$1,000 | \$1,000 | 5 of 11 |
| Special Education Self-Contained | \$1,000 | \$1,000 | 5 of 11 |
| Bilingual | \$5,000 | \$4,000 | 11 of 11 |



Exempt – Market Salaries

| Pay Group | Employee Pay to Market | Pay Grade Midpoint to Market | Pay Grade Minimum to Market | Number of Benchmarks |
|--|------------------------|------------------------------|-----------------------------|----------------------|
| Educational Leadership | 94% | 97% | -- | 23 |
| Organizational Leadership | 94% | 96% | -- | 31 |
| Professional | 100% | 91% | -- | 9 |
| Other (ROTC, Ath Trainer, etc.) | 99% | 98% | -- | 7 |



Nonexempt – Market Salaries

| Pay Group | Employee Pay to Market | Pay Grade Midpoint to Market | Pay Grade Minimum to Market | Number of Benchmarks |
|--|------------------------|------------------------------|-----------------------------|----------------------|
| Clerical/Paraprofessional – Campus | 101% | 106% | 106% | 10 |
| Clerical/Paraprofessional - Central | 98% | 101% | 103% | 13 |
| Instructional Support | 99% | 106% | 102% | 7 |
| Auxiliary | 101% | 106% | 108% | 24 |



Extra Duty – Market Stipends

| Stipend Group | Average Market Difference | Number of Benchmarks |
|-----------------|---------------------------|----------------------|
| Athletics | \$347 | 28 |
| Performing Arts | \$382 | 15 |
| Academics | \$477 | 17 |



Recommendation 1

Adopt proposed pay structures to improve market and internal equity

- Strong starting salaries
- Midpoints aligned with market
- Jobs aligned within structures
- Competitive extra-duty stipends



Recommendation 2

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

- Model 1: 2% for all job groups
- Model 2: 3% for all job groups
- Model 3: 4% for all job groups
- For placement structures, 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 salary adjustments to improve internal equity and market competitiveness

- Bring to 1% above minimum
- Targeted adjustments (1% of midpoint if more than 5-10% below midpoint)
- Elementary AP adjustments
- Upgrade adjustments
- \$0.50 hourly differential for special ed aides working with advanced care populations
- Placement scale adjustments



Recommendation 4

Consider increasing stipends for hard-to-fill teaching assignments

- Special Ed Advanced Care: \$2,000 stipend
- Bilingual: \$6,500 stipend



Recommendation 5

Improve pay equity and budget management by implementing strong pay discipline for employees paid above the maximum of their pay grade

- Consider one-time payments instead of increasing base salary



Recommendation 6

Continue to annually review district compensation plan and update as needed to maintain market competitiveness



Cost – Model 2.0%

Model 2.0%:

| Pay Group | General Pay Increase | Adjustments | Estimated Total Increase |
|--|----------------------|--------------------|--------------------------|
| Teachers and Librarians | \$2,044,185 | \$309,572 | \$2,353,757 |
| Professional Support | \$146,303 | \$0 | \$146,303 |
| Nurses (RN) | \$36,299 | \$0 | \$36,299 |
| Educational Leadership | \$277,130 | \$47,921 | \$325,051 |
| Organizational Leadership | \$111,478 | \$37,637 | \$149,115 |
| Clerical/Paraprofessional | \$354,129 | \$187,377 | \$541,506 |
| Auxiliary | \$148,142 | \$17,267 | \$165,409 |
| Extra Duty Stipends: Academics | | \$264,000 | \$264,000 |
| Extra Duty Stipends: Performing Arts | | \$6,500 | \$6,500 |
| Extra Duty Stipends: Athletics | | \$74,000 | \$74,000 |
| Extra Duty Stipends: Special Education | | \$89,000 | \$89,000 |
| Total | \$3,117,666 | \$1,033,274 | \$4,150,940 |
| % of Current Costs | 2.0% | 0.7% | 2.7% |



Cost – Model 3.0%

Model 3.0%:

| Pay Group | General Pay Increase | Adjustments | Estimated Total Increase |
|--|----------------------|------------------|--------------------------|
| Teachers and Librarians | \$3,017,657 | \$270,431 | \$3,288,088 |
| Professional Support | \$219,454 | \$0 | \$219,454 |
| Nurses (RN) | \$52,802 | \$0 | \$52,802 |
| Educational Leadership | \$415,649 | \$40,646 | \$456,295 |
| Organizational Leadership | \$167,263 | \$26,184 | \$193,447 |
| Clerical/Paraprofessional | \$529,467 | \$166,853 | \$696,320 |
| Auxiliary | \$223,176 | \$8,602 | \$231,778 |
| Extra Duty Stipends: Academics | | \$264,000 | \$264,000 |
| Extra Duty Stipends: Performing Arts | | \$6,500 | \$6,500 |
| Extra Duty Stipends: Athletics | | \$74,000 | \$74,000 |
| Extra Duty Stipends: Special Education | | \$89,000 | \$89,000 |
| Total | \$4,625,469 | \$946,216 | \$5,571,684 |
| % of Current Costs | 3.0% | 0.6% | 3.6% |



Cost – Model 4.0%

Model 4.0%:

| Pay Group | General Pay Increase | Adjustments | Estimated Total Increase |
|--|----------------------|--------------------|--------------------------|
| Teachers and Librarians | \$3,991,147 | \$439,034 | \$4,430,181 |
| Professional Support | \$292,606 | \$0 | \$292,606 |
| Nurses (RN) | \$70,952 | \$0 | \$70,952 |
| Educational Leadership | \$554,118 | \$32,375 | \$586,493 |
| Organizational Leadership | \$223,010 | \$21,494 | \$244,504 |
| Clerical/Paraprofessional | \$704,813 | \$158,831 | \$863,644 |
| Auxiliary | \$298,683 | \$4,811 | \$303,494 |
| Extra Duty Stipends: Academics | | \$264,000 | \$264,000 |
| Extra Duty Stipends: Performing Arts | | \$6,500 | \$6,500 |
| Extra Duty Stipends: Athletics | | \$74,000 | \$74,000 |
| Extra Duty Stipends: Special Education | | \$89,000 | \$89,000 |
| Total | \$6,135,329 | \$1,090,045 | \$7,225,374 |
| % of Current Costs | 4.0% | 0.7% | 4.7% |

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