



Pflugerville ISD

Pay Systems Maintenance

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TASB Pay Study Process

Data Collection

Pay data & processes

Kick-off discussions



Market Pay Review

Gather market data

Match common jobs



Build Models for Improvement

Align pay structures

Adjust employee pay



Market Districts

District	Enrollment	Teacher, Exempt, Nonexempt
Pflugerville ISD	25,433	
Austin ISD	73,777	X
Del Valle ISD	10,673	X
Eanes ISD	8,009	X
Elgin ISD	4,353	**
Georgetown ISD	12,483	X
Hays CISD	21,092	X
Hutto ISD	8,894	X
Lake Travis ISD	11,376	X
Leander ISD	41,676	X
Manor ISD	9,328	**
Round Rock ISD	50,453	X

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



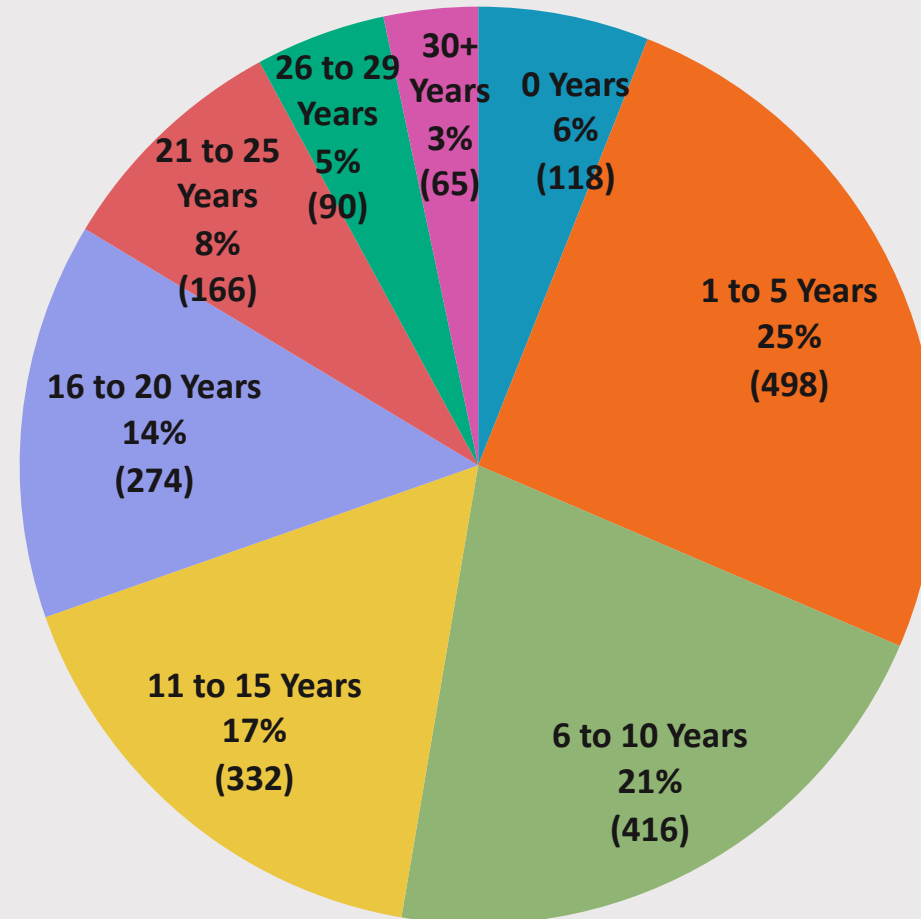
Other Market Sources

- Statewide districts with enrollment between 25,000 and 37,499 for directors and higher positions
- Economic Research Institute data for the Austin metro area
- CompAnalyst data for the Austin metro area



Teachers – Demographics

Experience of Current Teachers and Librarians

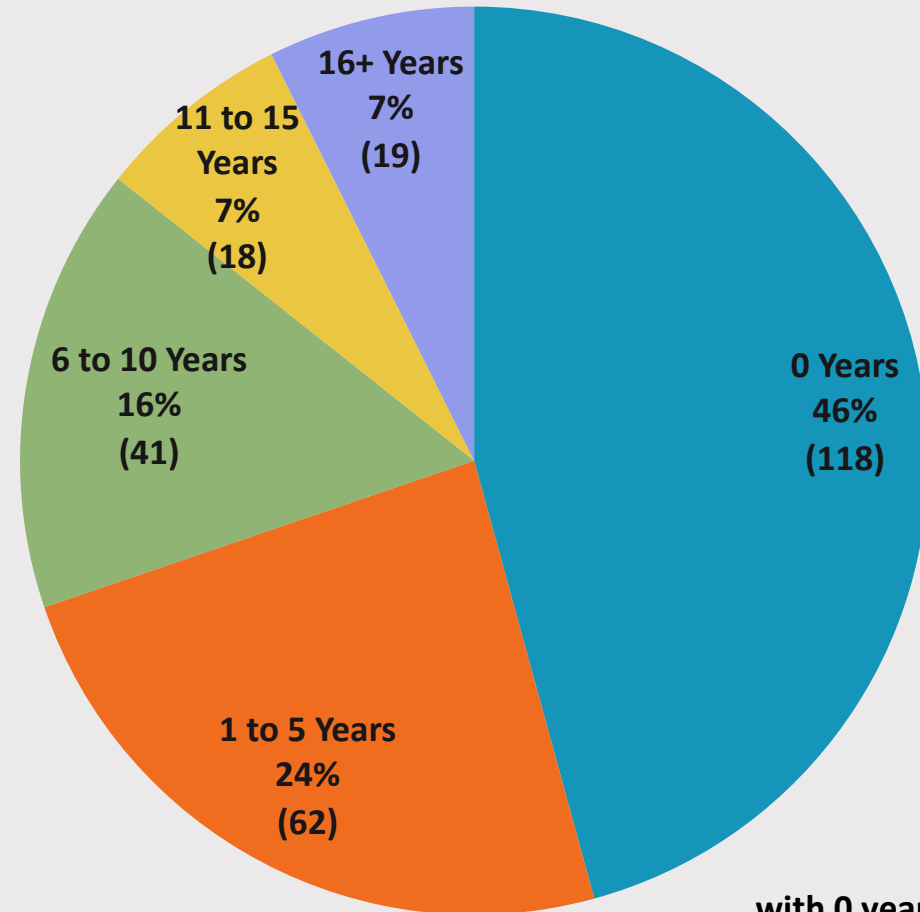


1,959 Teachers and Librarians



Teachers – Demographics

Experience of Newly Hired Teachers and Librarians

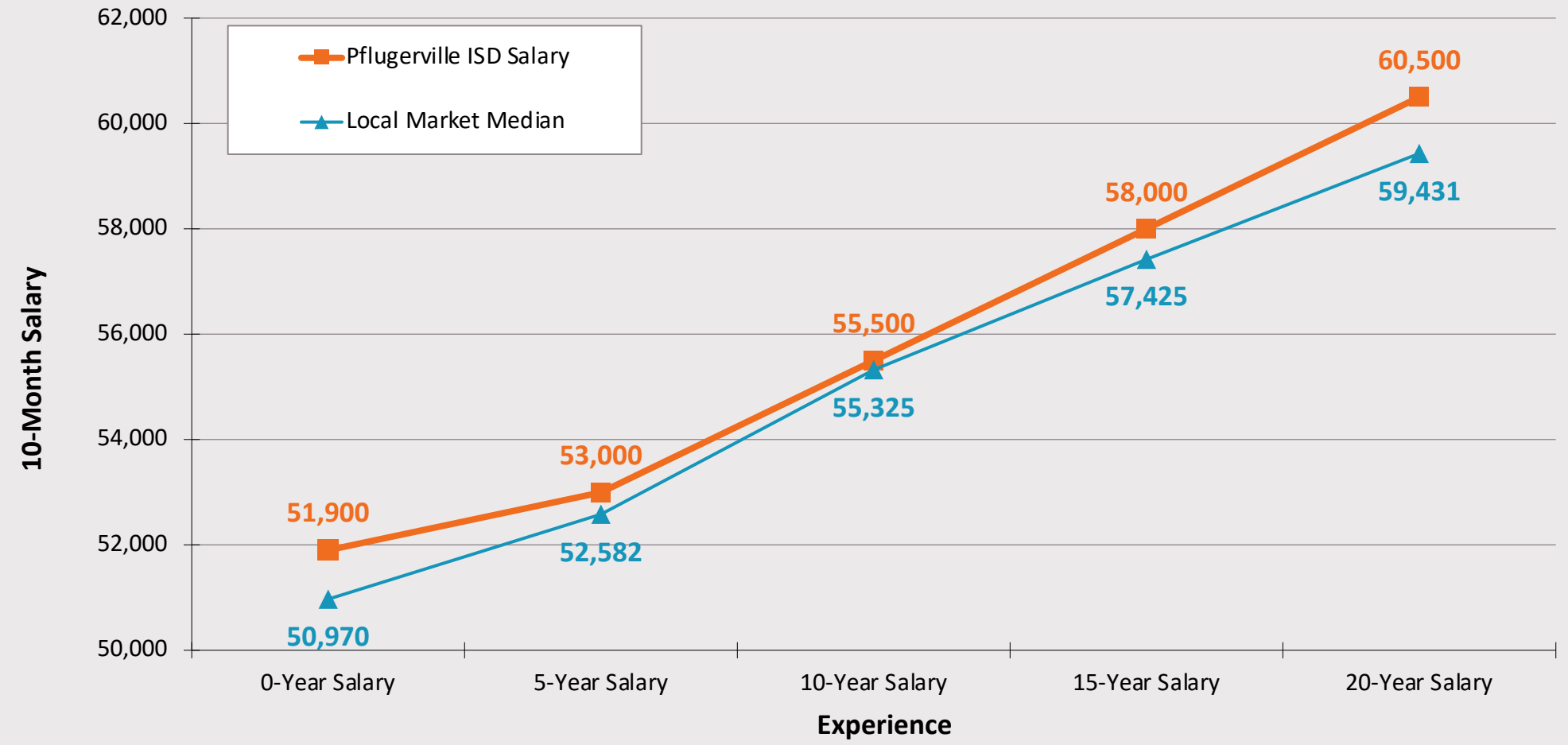


258 Teachers and Librarians
with 0 years of local experience in 2021-2022



Teachers – Market Graph

Teacher Salary Plan, 2021-2022
Market Comparison





Teachers – Market Salaries

	0 - Years	5 - Years	10 - Years	15 - Years	20 - Years	Average Salary
Pflugerville ISD Salary	\$51,900	\$53,000	\$55,500	\$58,000	\$60,500	\$56,387
Local Market Median	\$50,970	\$52,582	\$55,325	\$57,425	\$59,431	\$55,753
% Difference from Market	102%	101%	100%	101%	102%	101%
Difference from Market	\$930	\$418	\$175	\$575	\$1,069	\$634



Teachers – Market Stipends

Stipend	Pflugerville ISD	Median Stipend	Districts Reporting
General Master's Degree	\$1,250	\$1,115	8 of 9
Secondary Math	\$2,000	\$2,500	2 of 9
Secondary Science	\$2,000	\$2,500	2 of 9
Bilingual	\$7,000	\$7,000	9 of 9
Special Education Self-Contained	\$2,500	\$2,000	8 of 9



Other Pay Groups – Market Salaries

Pay Group	Employee Pay to Market	Pay Grade Midpoint to Market	Pay Grade Minimum to Market	Number of Benchmarks
Professional Support	101%	102%	--	8
Nurses	98%	97%	--	1
Educational Leadership	95%	98%	--	22
Organizational Leadership	96%	99%	--	33
Police	115%	110%	--	5
Clerical Paraprofessional	99%	104%	103%	33
Auxiliary	105%	110%	112%	20



Recommendation 1

Implement pay structure adjustments to align with market

- EL pay grade adjustments maintain the teacher career pathway
- Strong starting pay rates
- Midpoints aligned with market



Recommendation 2

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

- **Model 1:** 2% for all job groups
- **Model 2:** 2.5% for all job groups
- **Model 3:** 3% 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

- Bring to 1% above minimum
- Targeted adjustments
- Teacher pay equity adjustments
- Placement scale adjustments



Recommendation 4

Consider increasing stipends for hard-to-fill teaching assignments

- Bilingual: \$500 increase x 189 teachers = \$94,500
- Secondary Math & Science: \$1,500 increase x 202 teachers = \$303,000



Cost – Model 1 (2.0%)

Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers & Librarians	\$2,208,672	\$0	\$2,208,672
Professional Support	\$185,783	\$0	\$185,783
Nurses	\$42,621	\$0	\$42,621
Educational Leadership	\$304,249	\$70,114	\$374,363
Organizational Leadership	\$152,588	\$23,948	\$176,536
Police	\$36,093	\$0	\$36,093
Clerical/Paraprofessional	\$420,420	\$567,839	\$988,259
Auxiliary	\$251,795	\$122,692	\$374,487
Stipend Adjustments		\$397,500	\$397,500
Total	\$3,602,221	\$1,182,093	\$4,784,314
% of Current Costs	2.0%	0.7%	2.7%



Cost – Model 2 (2.5%)

Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers & Librarians	\$2,748,731	\$0	\$2,748,731
Professional Support	\$233,954	\$0	\$233,954
Nurses	\$53,698	\$0	\$53,698
Educational Leadership	\$380,370	\$66,252	\$446,622
Organizational Leadership	\$190,761	\$19,130	\$209,891
Police	\$44,945	\$0	\$44,945
Clerical/Paraprofessional	\$530,591	\$477,272	\$1,007,863
Auxiliary	\$317,389	\$96,359	\$413,748
Stipend Adjustments		\$397,500	\$397,500
Total	\$4,500,439	\$1,056,513	\$5,556,952
% of Current Costs	2.6%	0.6%	3.2%



Cost – Model 3 (3.0%)

Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers & Librarians	\$3,337,616	\$0	\$3,337,616
Professional Support	\$282,123	\$0	\$282,123
Nurses	\$63,931	\$0	\$63,931
Educational Leadership	\$456,540	\$61,516	\$518,056
Organizational Leadership	\$228,943	\$16,570	\$245,513
Police	\$53,741	\$0	\$53,741
Clerical/Paraprofessional	\$633,607	\$395,730	\$1,029,337
Auxiliary	\$381,085	\$71,872	\$452,957
Stipend Adjustments		\$397,500	\$397,500
Total	\$5,437,586	\$943,188	\$6,380,774
% of Current Costs	3.1%	0.5%	3.6%

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