

# Pay Systems Review Wink-Loving ISD

Amy Campbell

Director, HR Services

December 13, 2016



# Texas Association of School Boards HR Services



# TASB Pay Study Process

Data Collection

Pay data & processes

Management interviews



# TASB Pay Study Process

## Data Collection

Pay data & processes

Management interviews



## Market Pay Review

Gather best source data

Match common jobs



# TASB Pay Study Process

## Data Collection

Pay data & processes

Management interviews



## Market Pay Review

Gather best source data

Match common jobs



## Build Models for Improvement

Align pay structures

Adjust employee pay

# Project Milestones



# Project Milestones

Review data



# Project Milestones

Review data

Market analysis





# Project Milestones

Review data

Market analysis

Recommendations



# Project Milestones

Review data

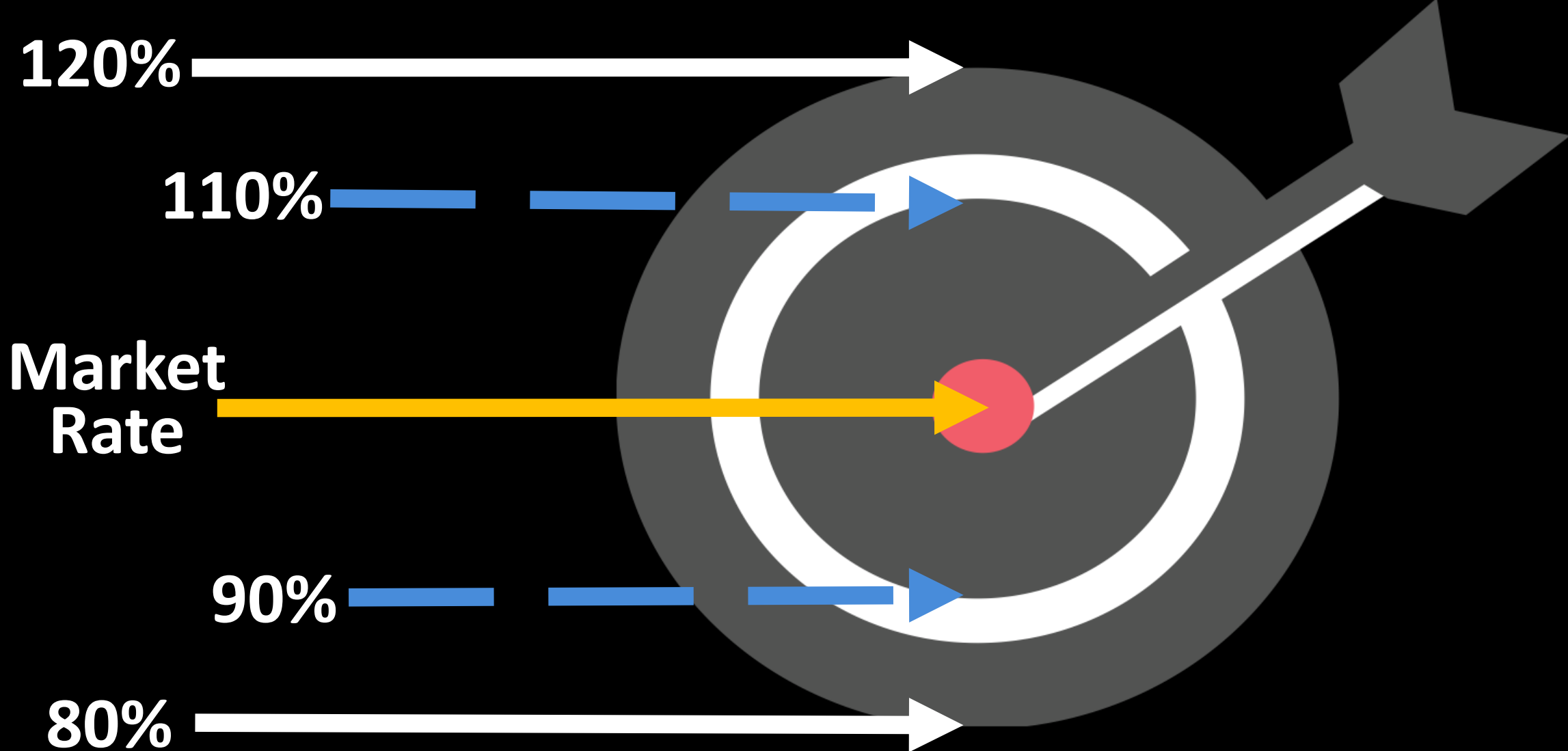
Market analysis

Recommendations

Cost estimates



# Understanding Market Pay Strategy



# Market Districts - Salaries

District	ESC Region	Enrollment	Number of Employees	Teachers	Exempt	Nonexempt
<b>Wink-Loving ISD</b>	<b>18</b>	<b>440</b>	<b>79</b>			
Andrews ISD	18	3,968	518	✓		
Crane ISD	18	1,109	180	✓		
Ector County ISD	18	32,000	3,447	✓	✓	✓
Iraan-Sheffield ISD	18	500	92	✓	✓	✓
Kermit ISD	18	1,448	228	✓	✓	✓
McCamey ISD	18	569	100	✓		
Midland ISD	18	25,100	2,841	✓	✓	✓
Monahans-Wickett-Pyote ISD	18	2,271	314	✓		
Rankin ISD	18	282	61	✓	✓	✓
Sundown ISD	17	608	111	✓		

# Market Districts - Stipends

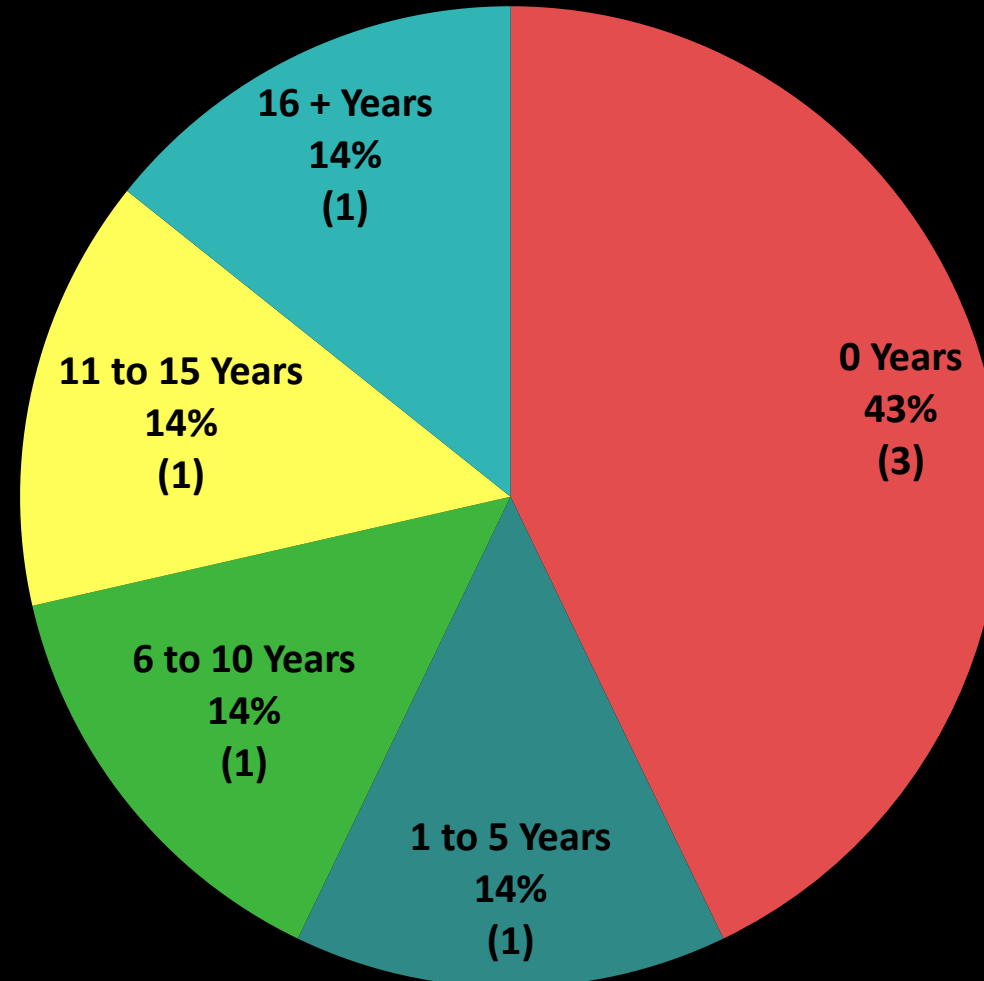
District	ESC Region	Enrollment	UIL Class
<b>Wink-Loving ISD</b>	<b>18</b>	<b>440</b>	<b>1A</b>
Abernathy ISD	17	779	2A
Amherst ISD	17	155	1A
Cotton Center ISD	17	109	1A
Floydada ISD	17	796	2A
Forsan ISD	18	725	2A
Glasscock County ISD	18	306	1A
Iraan-Sheffield ISD	18	500	2A
Jayton-Girard ISD	17	127	1A

District	ESC Region	Enrollment	UIL Class
Kermit ISD	18	1,448	3A
Klondike ISD	17	272	1A
Marfa ISD	18	360	1A
Morton ISD	17	412	2A
Olton ISD	17	624	2A
Paducah ISD	17	201	1A
Plains ISD	17	475	2A
Sands CISD	17	250	1A
Terrell County ISD	18	159	1A

# Teachers

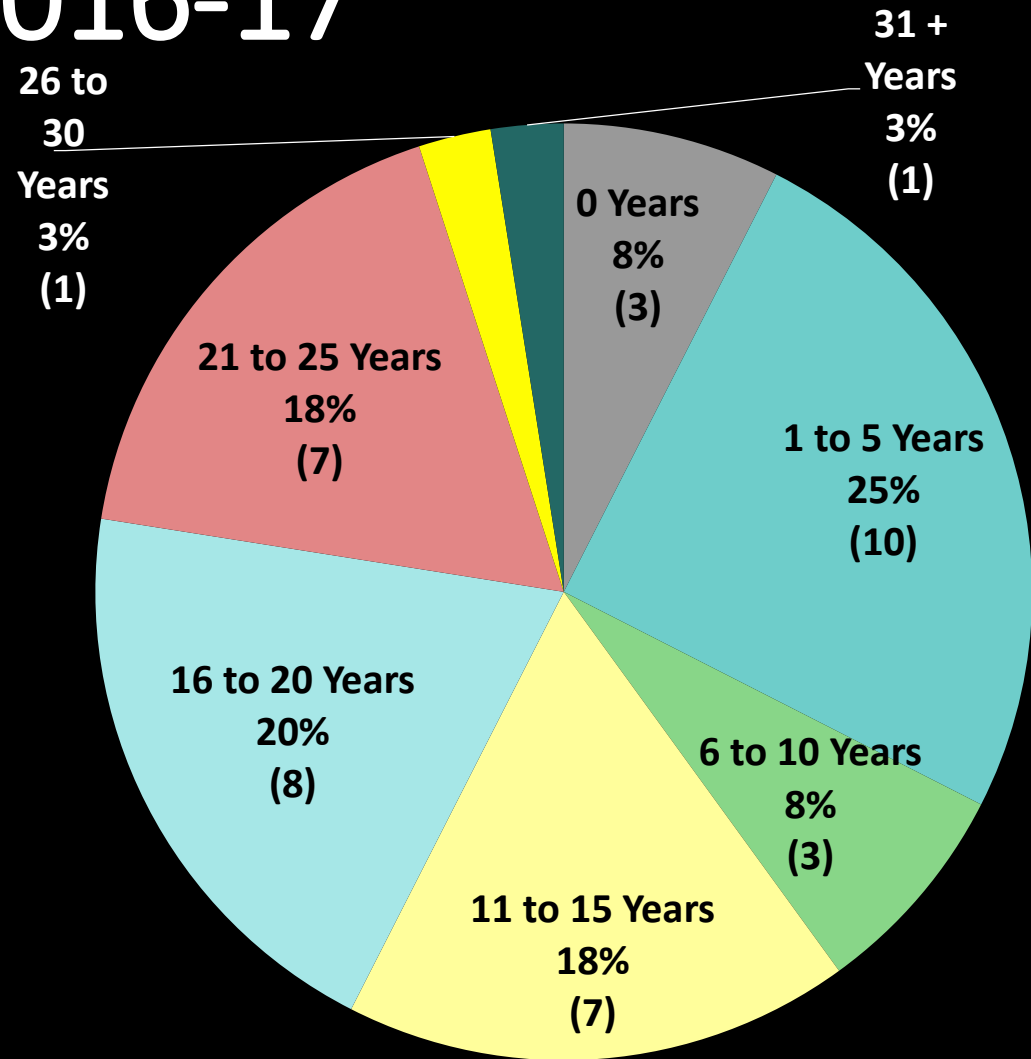
## Demographics

# Experience of Newly Hired Teachers and Librarians, 2016-17



7 Teachers and Librarians  
new to the district in 2016-17

# Experience of Current Teachers and Librarians, 2016-17



40 Teachers and Librarians  
in the district in 2016-17



# Market Comparisons

Teacher salaries

0 - Year			5-Year			10-Year			15-Year			20-Year		
Rank	District	0-Year Salary	Rank	District	5-Year Salary	Rank	District	10-Year Salary	Rank	District	15-Year Salary	Rank	District	20-Year Salary
1	Midland ISD	\$49,050	1	Midland ISD	\$50,250	1	Andrews ISD	\$52,776	1	Crane ISD	\$55,880	1	Andrews ISD	\$60,561
2	Sundown ISD	\$45,000	2	Andrews ISD	\$48,075	2	Midland ISD	\$52,750	2	Midland ISD	\$55,250	2	Crane ISD	\$59,060
3	Ector County ISD	\$44,500	3	Ector County ISD	\$47,000	3	Crane ISD	\$51,680	3	Andrews ISD	\$53,622	3	<b>WLISD (w/Ret Stip)</b>	<b>\$57,900</b>
4	Crane ISD	\$43,760	4	Sundown ISD	\$46,239	4	Ector County ISD	\$49,500	4	<b>WLISD (w/Ret Stip)</b>	<b>\$53,500</b>	4	Midland ISD	\$57,750
5	Andrews ISD	\$43,246	5	Crane ISD	\$46,090	5	Kermit ISD	\$49,291	5	Kermit ISD	\$53,321	5	<b>WLISD</b>	<b>\$56,900</b>
6	<b>WLISD (w/Ret Stip)</b>	<b>\$43,000</b>	6	<b>WLISD (w/Ret Stip)</b>	<b>\$44,250</b>	6	Sundown ISD	\$48,544	6	<b>WLISD</b>	<b>\$52,500</b>	6	Iraan-Sheffield ISD	\$56,725
7	<b>WLISD</b>	<b>\$42,000</b>	7	Kermit ISD	\$43,941	7	<b>WLISD (w/Ret Stip)</b>	<b>\$49,300</b>	7	Ector County ISD	\$52,000	7	Kermit ISD	\$56,361
8	Kermit ISD	\$40,661	8	<b>WLISD</b>	<b>\$43,250</b>	8	<b>WLISD</b>	<b>\$48,300</b>	8	Sundown ISD	\$50,967	8	Ector County ISD	\$54,500
9	MWPISD	\$39,415	9	MWPISD	\$41,956	9	Rankin ISD	\$46,705	9	Rankin ISD	\$50,935	9	Rankin ISD	\$54,135
10	McCamey ISD	\$37,000	10	McCamey ISD	\$41,150	10	McCamey ISD	\$46,495	10	McCamey ISD	\$50,930	10	McCamey ISD	\$54,060
11	Rankin ISD	\$36,705	11	Rankin ISD	\$41,065	11	Iraan-Sheffield ISD	\$45,725	11	Iraan-Sheffield ISD	\$50,725	11	Sundown ISD	\$53,513
12	Iraan-Sheffield ISD	\$35,725	12	Iraan-Sheffield ISD	\$40,725	12	MWPISD	\$45,364	12	MWPISD	\$49,672	12	MWPISD	\$53,450

0 - Year			5-Year			10-Year			15-Year			20-Year		
Rank	District	0-Year Salary	Rank	District	5-Year Salary	Rank	District	10-Year Salary	Rank	District	15-Year Salary	Rank	District	20-Year Salary
1	Midland ISD	\$49,050	1	Midland ISD	\$50,250	1	Andrews ISD	\$52,776	1	Crane ISD	\$55,880	1	Andrews ISD	\$60,561
2	<b>WLISD (w/Ret Stip)</b>	<b>\$45,250</b>	2	Andrews ISD	\$48,075	2	Midland ISD	\$52,750	2	<b>WLISD (w/Ret Stip)</b>	<b>\$55,300</b>	2	Crane ISD	\$59,060
3	Sundown ISD	\$45,000	3	Ector County ISD	\$47,000	3	Crane ISD	\$51,680	3	Midland ISD	\$55,250	3	<b>WLISD (w/Ret Stip)</b>	<b>\$58,900</b>
4	Ector County ISD	\$44,500	4	<b>WLISD (w/Ret Stip)</b>	<b>\$46,500</b>	4	<b>WLISD (w/Ret Stip)</b>	<b>\$50,800</b>	4	Andrews ISD	\$53,622	4	Midland ISD	\$57,750
5	Crane ISD	\$43,760	5	Sundown ISD	\$46,239	5	Ector County ISD	\$49,500	5	Kermit ISD	\$53,321	5	Iraan-Sheffield ISD	\$56,725
6	Andrews ISD	\$43,246	6	Crane ISD	\$46,090	6	Kermit ISD	\$49,291	6	Ector County ISD	\$52,000	6	Kermit ISD	\$56,361
7	Kermit ISD	\$40,661	7	Kermit ISD	\$43,941	7	Sundown ISD	\$48,544	7	Sundown ISD	\$50,967	7	Ector County ISD	\$54,500
8	MWPISD	\$39,415	8	MWPISD	\$41,956	8	Rankin ISD	\$46,705	8	Rankin ISD	\$50,935	8	Rankin ISD	\$54,135
9	McCamey ISD	\$37,000	9	McCamey ISD	\$41,150	9	McCamey ISD	\$46,495	9	McCamey ISD	\$50,930	9	McCamey ISD	\$54,060
10	Rankin ISD	\$36,705	10	Rankin ISD	\$41,065	10	Iraan-Sheffield ISD	\$45,725	10	Iraan-Sheffield ISD	\$50,725	10	Sundown ISD	\$53,513
11	Iraan-Sheffield ISD	\$35,725	11	Iraan-Sheffield ISD	\$40,725	11	MWPISD	\$45,364	11	MWPISD	\$49,672	11	MWPISD	\$53,450

# Market Comparisons

Teacher salaries

Teacher incentives/stipends

# Teacher Stipend Comparison

Math



Science



Master's degree



Market  
median

# Market Comparisons

Teacher salaries

Teacher incentives/stipends

Other market comparisons

<b>Pay Group</b>	<b>Employee Pay to Market</b>	<b>Pay Grade to Market</b>
<b>Exempt jobs</b>	<b>95%</b>	<b>90%</b>
<b>Clerical-Paraprofessional jobs</b>	<b>103%</b>	<b>108%</b>
<b>Auxiliary jobs</b>	<b>139%</b>	<b>139%</b>
<b>Extra duty stipends – Athletics</b>	<b>\$625</b>	<b>-</b>
<b>Extra duty stipends – Performing Arts &amp; Academics</b>	<b>\$1,142</b>	<b>-</b>

# Benefits

Median district monthly expenditure = \$285

WLISD monthly expenditure = \$487

WLISD pays **171%** more than state median

# Benefits

Median district monthly expenditure = \$285

WLISD monthly expenditure = \$487

WLISD pays 171% more than state median

Median employee monthly expenditure = \$91

WLISD employee monthly expenditure = \$0



# Recommendations

Recommendation 1: Implement new pay structures based on internal & market equity

- Teacher, exempt, nonexempt structures
- General pay increases on midpoint/market

# Recommendations

Recommendation 2: Eliminate “step raises” and adopt market-based approach

- Use teacher hiring schedule
- Use midpoint scale for all non-teachers

# Recommendations

Recommendation 3: Provide adjustments to align with market value

- Provide increase of 2% of midpoint to identified employees
- Designed to improve pay closer to market

# Recommendations

Recommendation 4: Implement proposed extra duty stipend structure

- Includes separate athletics stipends by sport and level
- Better aligns pay to market value

# Recommendations

Recommendation 5: Consider adding secondary math/science signing bonuses

- Consider value of \$2,500 per FTE
- Improves recruiting efforts

# Recommendations

Recommendation 6: Annually review compensation plan and update as needed

- Review market annually
- Adjust structures as needed to maintain market position

# Cost

Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers and Librarians	\$100,201	\$0	\$100,201
Exempt	\$30,943	\$4,190	\$35,133
Nonexempt	\$45,411	\$1,041	\$46,452
Extra Duty Stipends: Academics		\$125	\$125
Extra Duty Stipends: Athletics		\$10,475	\$10,475
<b>Total</b>	<b>\$176,555</b>	<b>\$15,831</b>	<b>\$192,386</b>
<b>% of Current Costs</b>	<b>4.8%</b>	<b>0.4%</b>	<b>5.3%</b>