Compensation Working Group

October 13, 2022

Welcome Back!

Since our time in August…

Gathered data and

Welcome

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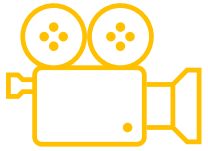

Working Group Leads

Norma Castillo
Assistant Superintendent of Human Capital Systems, Austin ISD

Dr. LaTonya Goffney
Superintendent, Aldine ISD

Dave Lewis
Superintendent, Rochelle ISD

Grace Wu
TEA

David Marx
TEA

Matthew Holzgrafe
TEA

Working Group Session Objectives

- To review data and research gathered on prioritized recommendations
- To revise and reprioritize recommendations based on data, research, feasibility, and impact
- To assist in identifying next steps between the October and December meeting

Compensation Themes

Direct Compensation

- Increases to Overall Compensation
- Opportunities for Addition

Today's Working Group Agenda

10:30-12:00	Introduction *(10 minutes)* Reviewing today's session framework *(5 minutes)* Recommendations for salary-based pay raises *(25 minutes)* Break (*5 minutes)* Recommendations for increases to overall compensation theme by actor *(45 minutes)*
12:00 – 12:30	Lunch
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Framework for Developing Recommendations in Today's Session

Review of Data and Research

10 minutes

- What surprised you from the data and research?
- What are your main takeaways or learnings as we move into thinking more about refining recommendations?

Defining Actors and their Roles

5 minutes

- For this particular theme, what can and will school districts, governmental agencies, the Texas legislature, and other organizations do to support this theme?

Revising Recommendations by Like Roles

20 minutes

- What are the specific recommendations by actor to support this theme?
- What problem will this solve?
- Do our recommendations solve both short and long-term issues?
- What are some unintended consequences?

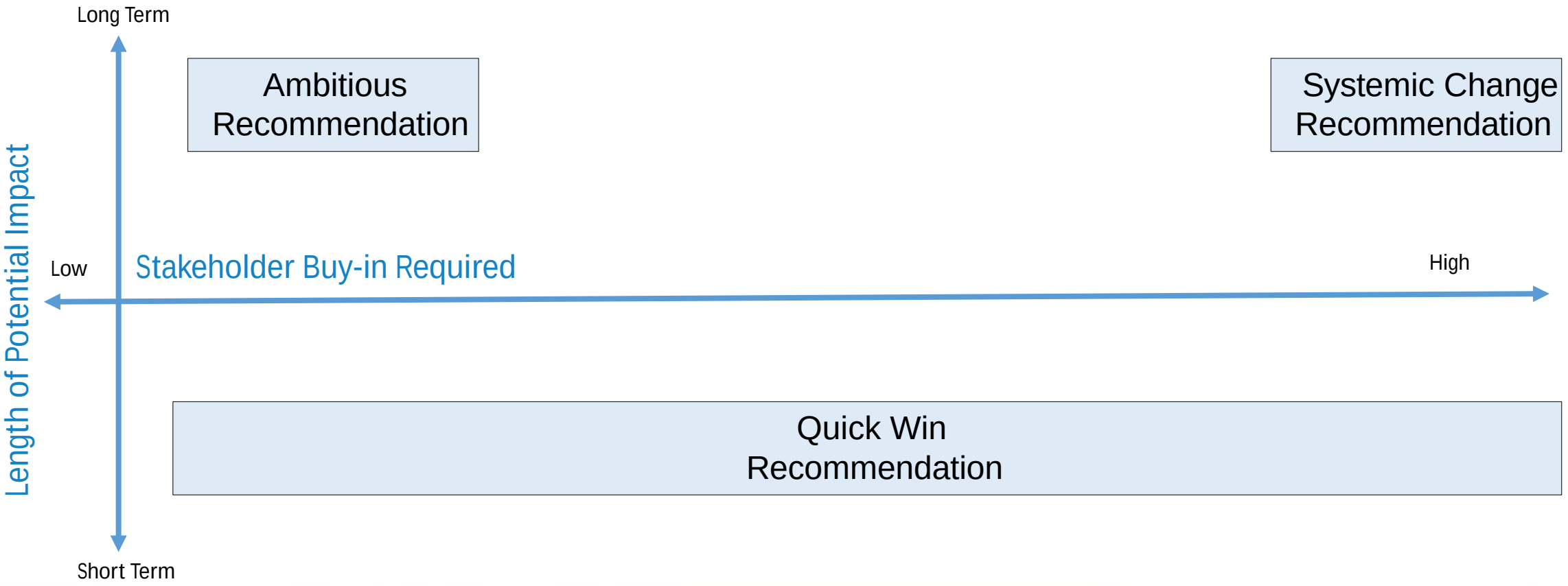
Reactions and Questions from the Working Group

10 minutes

- What clarifying questions do you have to better understand a specific recommendation?
- What recommendations resonate with you?

Recommendation Considerations

- Do our recommendations solve both short and long-term issues?



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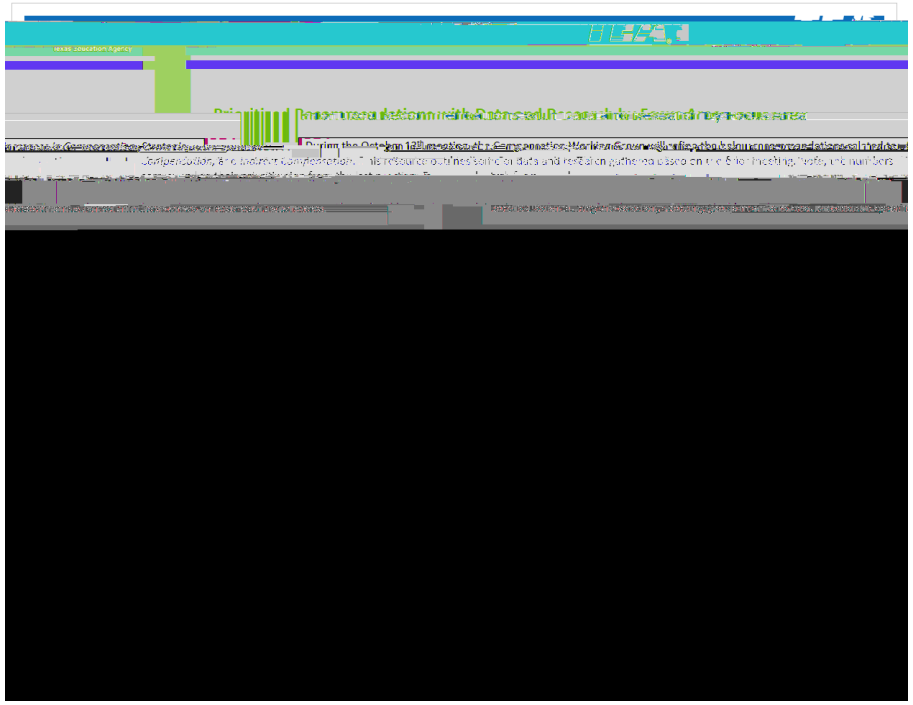
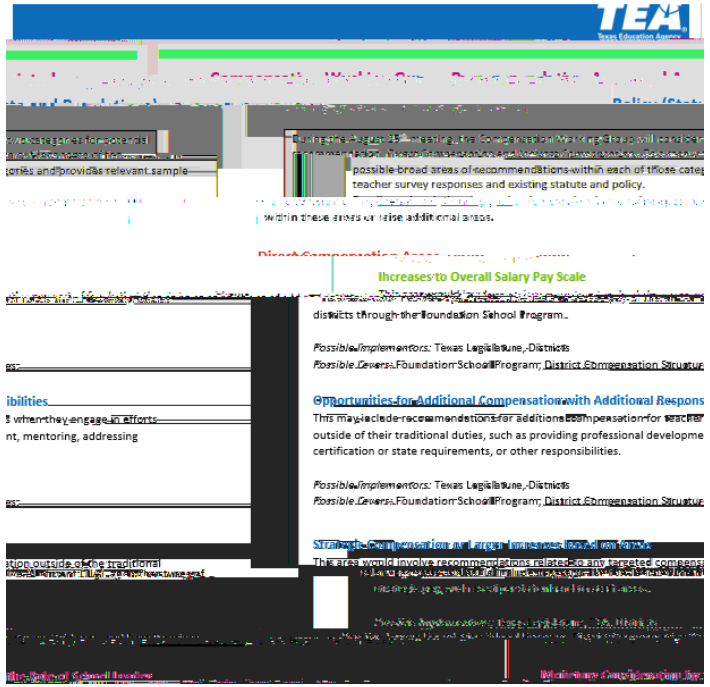
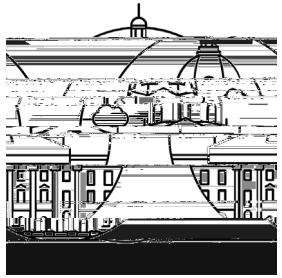


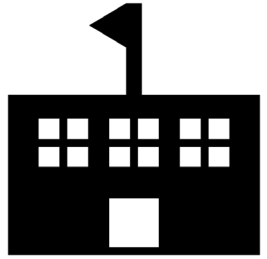


Roles of Different Actors

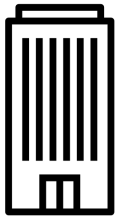


Texas Legislature

Can change laws, affect school finance, and affect agency policy



Statutory changes that require a change in statute or action taken during the legislative session found in Texas Education or Texas Insurance Code



Government Agencies (TEA, TRS, other)

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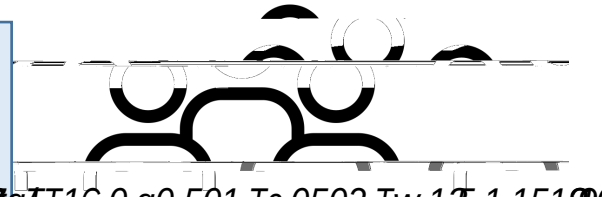

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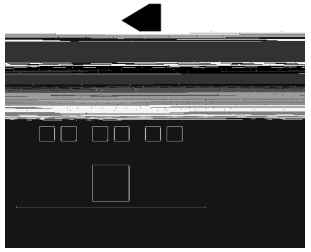

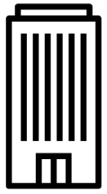

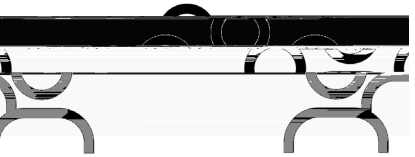

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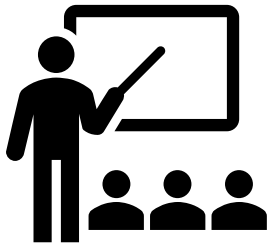

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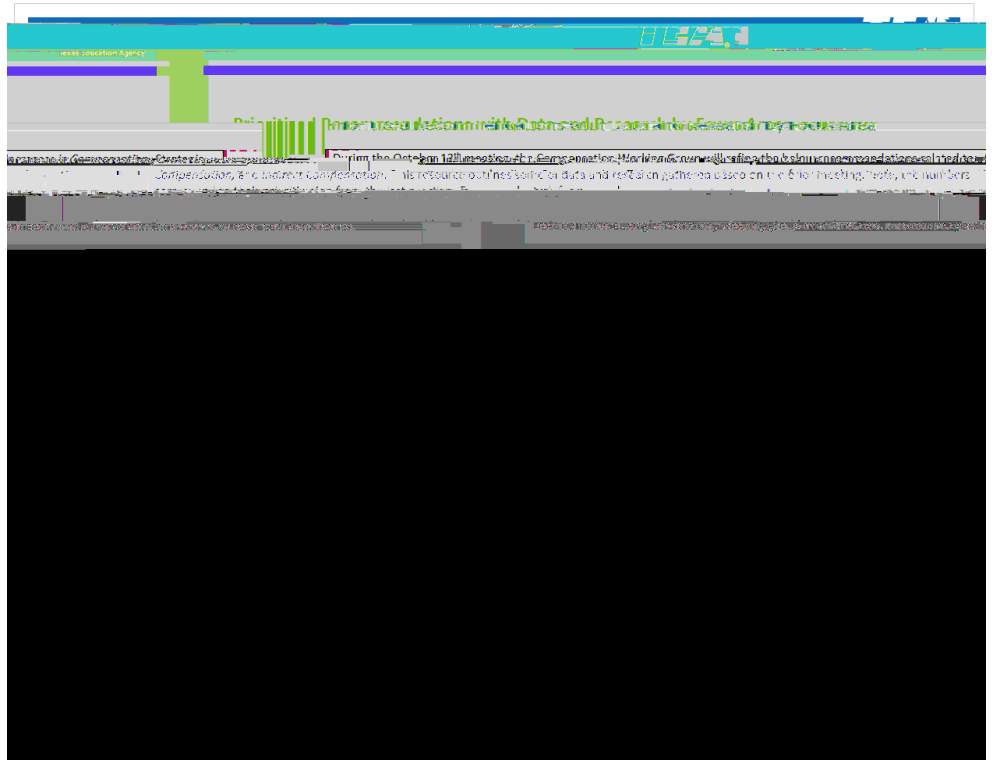
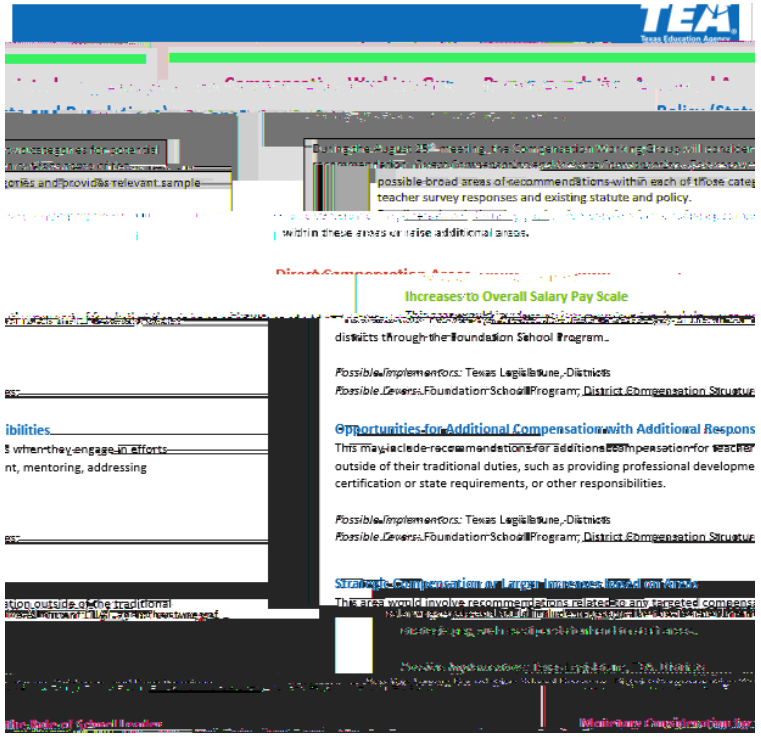




TAKEAWAYS AND LEARNINGS

What surprised you from the data and research?

Based on the data and research, what increase to base pay would you advocate for?

Roles of Different Actors

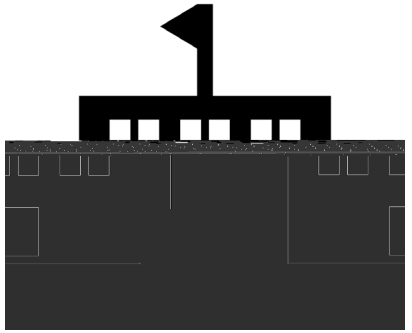
Texas Legislature

Can change laws, affect school finance, and affect agency policy

Sets the minimum salary schedule content and framework for teachers, librarians, counselors and nurses

Sets the basic allotment

Sets requirement that a district must use at least 30% of gain to the basic allotment increase on compensation to non-administrator employees

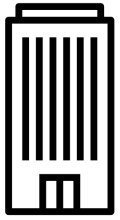


School Districts and Schools

Determines local policy and compensation structure within legal framework. Adopts best practices.

Adopts their own salary schedule that often goes above the minimum salary schedule

Communicates rationale and method for salaries



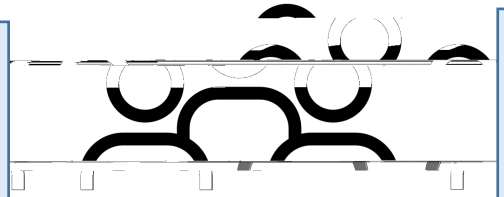
Government Agencies (TEA, TRS, other)

Can adopt policies and rules, provide best practices and technical assistance, executes on laws

Monitors districts meeting the minimum salary schedule and collects teacher compensation information

Shares best practices of district salary schedules

May support technical assistance



Others (Professional organizations, Technical Assistance providers)

Can support districts and government agencies with implementing best practices and policies. Can advocate to the Texas Legislature

Support districts in establishing and adopting their salary schedule after reviewing internal data and like districts

Revising Recommendations as a Group

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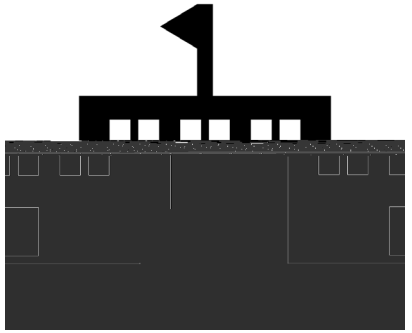

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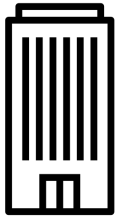

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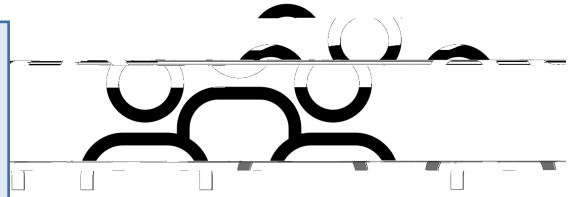


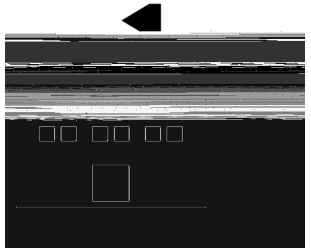
Additional Research

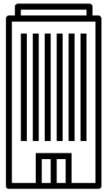
TEA District Type	Number of Districts	Median Salary	Median Beginner Salary	Median Teacher Student Ratio	Total Teachers Full-Time Equivalent
Major Urban	11	$57,081	$52,387	15.1	60081.4
Major Suburban	80	$59,478.5	$54,172	15.35	116153.4
Other Central City	39	$57,571	$50,807	15	56569.4
Other Central City Suburban	166	$53,689	$46,403	14.5	52953.1
Independent Town	67	$51,804	$44,280	14.2	17127
Non-metropolitan Fast Growing	34	$52,334.5	$41,526	13.45	2974.5
Non-metropolitan Stable	161	$51,645	$42,618	13.3	20727.1
Rural	464	$50,694.5	$39,428	10.9	16710.4
Charter School Districts	180	$50,656	$45,841.5	15.35	19823.3

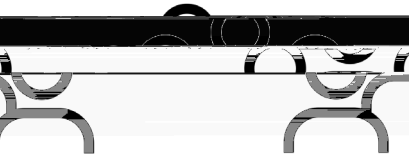
Example from Current Texas District

Example from Current Texas District

Revising Recommendations by Like Roles







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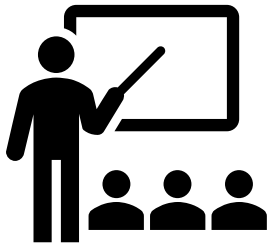
Reactions and Questions from the Working Group



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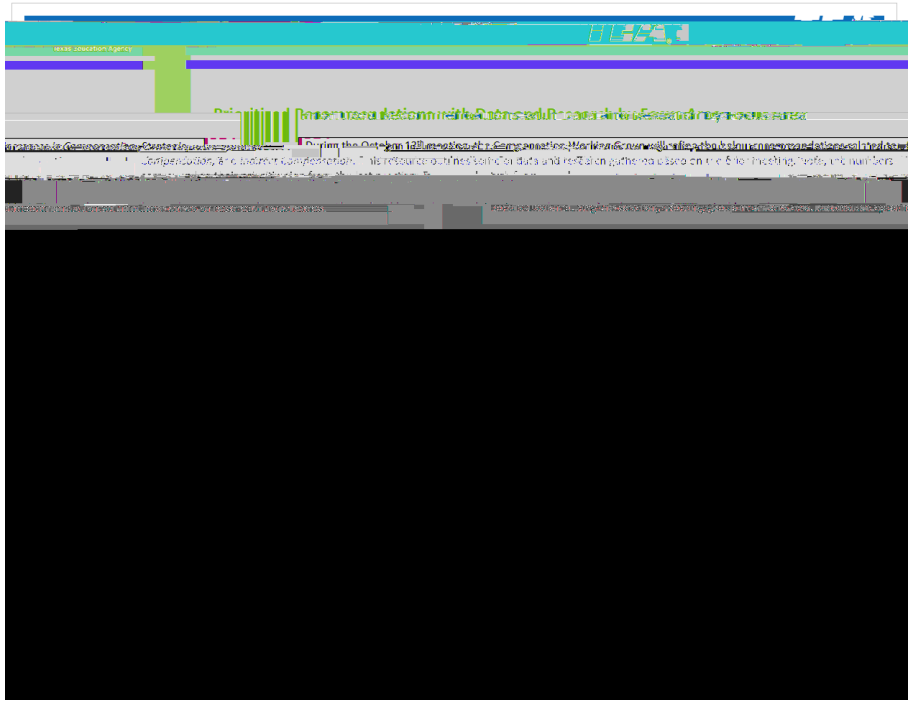

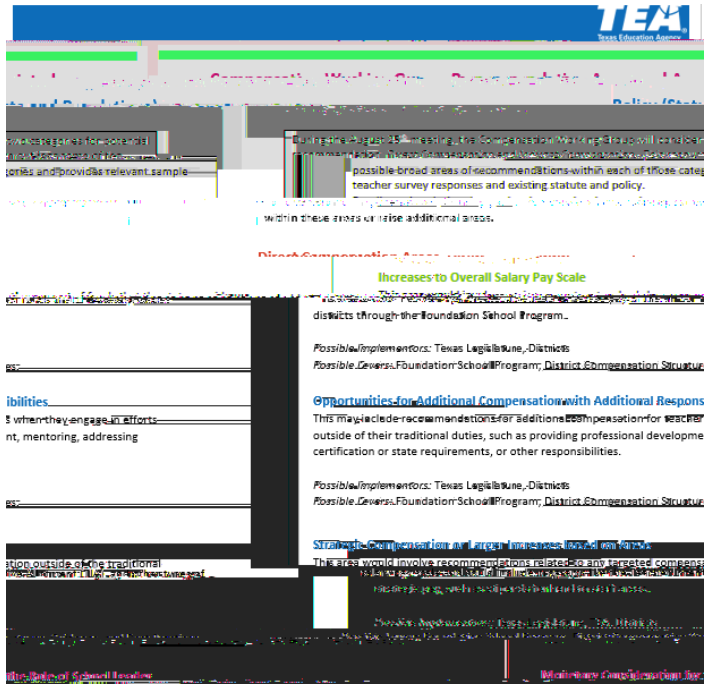

- What surprised you from the data and research?
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Roles of Different Actors

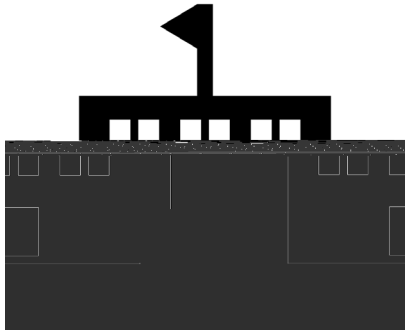
Texas Legislature

Can change laws, affect school finance, and affect agency policy

Statute provides 5 days per year of state leave

Sets TRS healthcare and pension contribution rates for the state, district, and employees

Requires surcharge for employment after retirement



School Districts and Schools

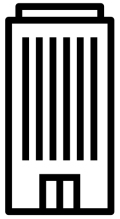
Determines local policy and compensation structure within legal framework. Adopts best practices.

Provide additional types and amounts of leave

Defines policy for how to access leave

Adopt healthcare plan with premium amounts

Can contribute more than state-required premium



Government Agencies (TEA, TRS, other)

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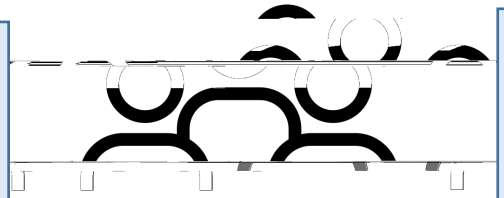
Provides state-wide optional healthcare plan



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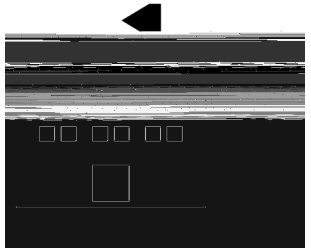

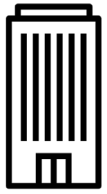

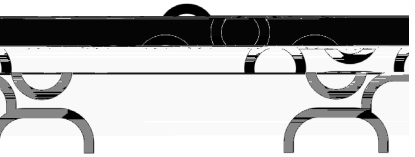

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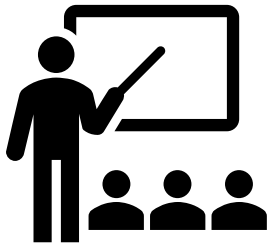

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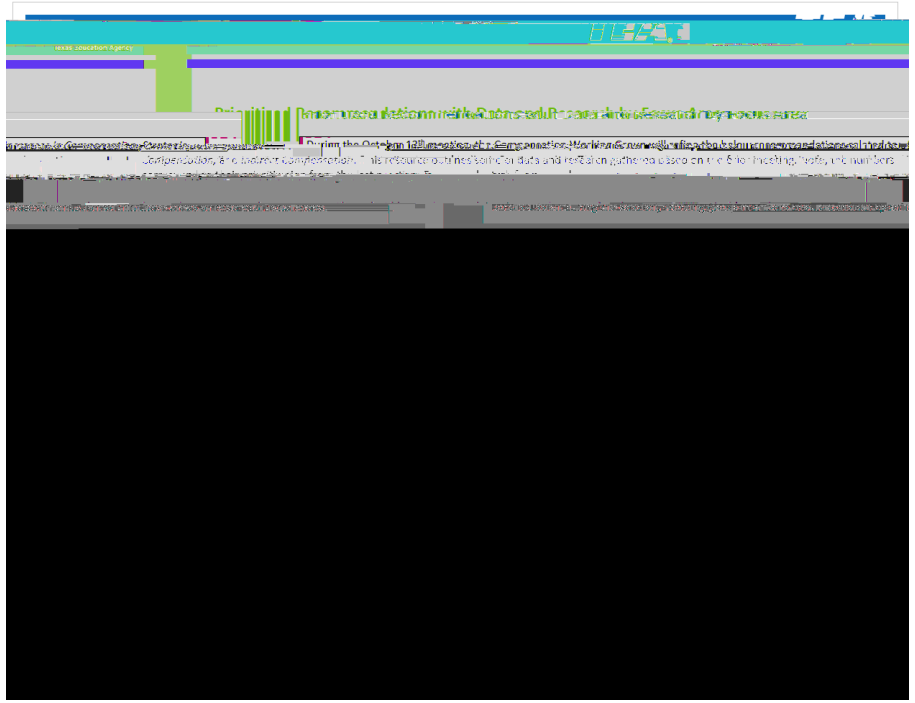

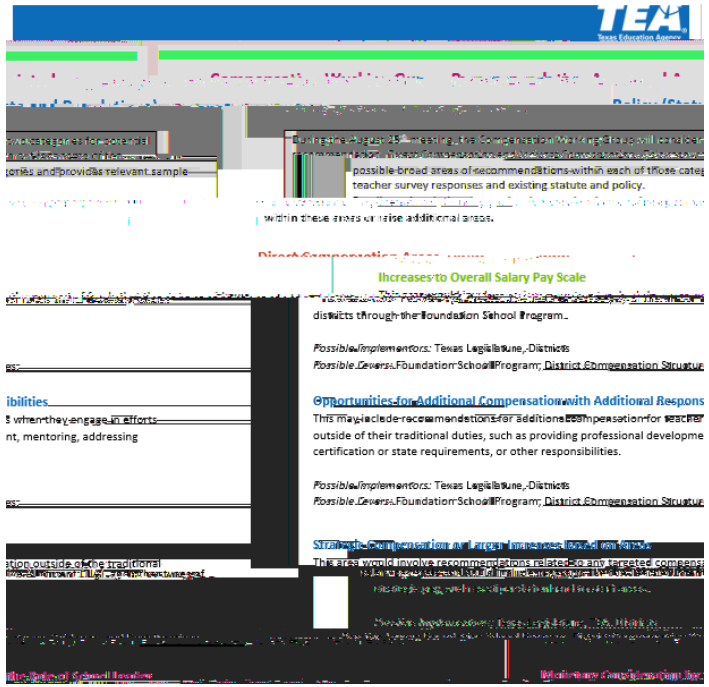

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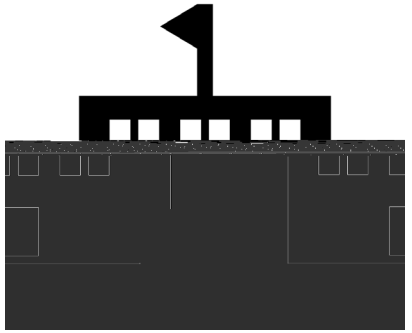
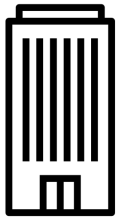
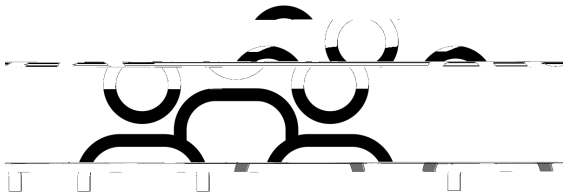
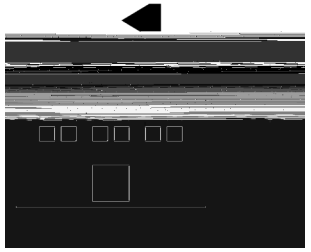
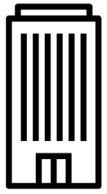


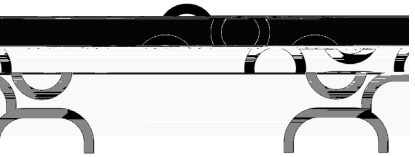




Revising Recommendations by Like Roles



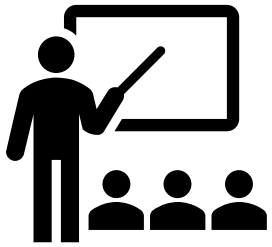




Given your context, perspective, and expertise:

- What are the specific recommendations by actor to support this theme?
- What problem will this solve?
- Do our recommendations solve both short and long-term issues?
- What are some unintended consequences?

Reactions and Questions from the Working Group



- What clarifying questions do you have to better understand a specific recommendation?
- What recommendations resonate with you?

Today's Working Group Agenda

10:30-12:00	Introduction *(10 minutes)* Reviewing today's session framework *(5 minutes)* Recommendations for salary-based pay raises *(25 minutes)* Break (*5 minutes)* Recommendations for increases to overall compensation theme by actor *(45 minutes)*
12:00 – 12:30	Lunch
12:30-2:30	Recommendations for indirect compensation theme by actor *(45 minutes)* Break (*5 minutes)* Recommendations for strategic compensation theme by actor (*45 minutes*) Final reprioritization (*10 minutes*) Break (*5 minutes*) Review and final thoughts (*10 minutes*)

Recommendation Prioritization

Today's Working Group Agenda

10:15-12:00	Introduction *(10 minutes)* Reviewing today's session framework *(5 minutes)* Recommendations for salary-

Discussion

- What is a surprise and what resonates?
- How should we think about weighing feasibility and impact?
- Are there overarching research needs or other next steps based on these ranking?

Research and Next Steps

Looking at our top recommendations, is there any other high priority information that we would need to know to finalize recommendations in December?

Texas Education Agency

Transition to Whole Group