



## Welcome Back!



Gathered data and



## Welcome



Please make sure you are muted.





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



- 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



### **Direct Compensation**

- Increases to Overall Compensation
- Opportunities for Addition



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)
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## Framework for Developing Recommendations in Today's Session



## Review of Data and Research

10 minutes

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

data and research?

## 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

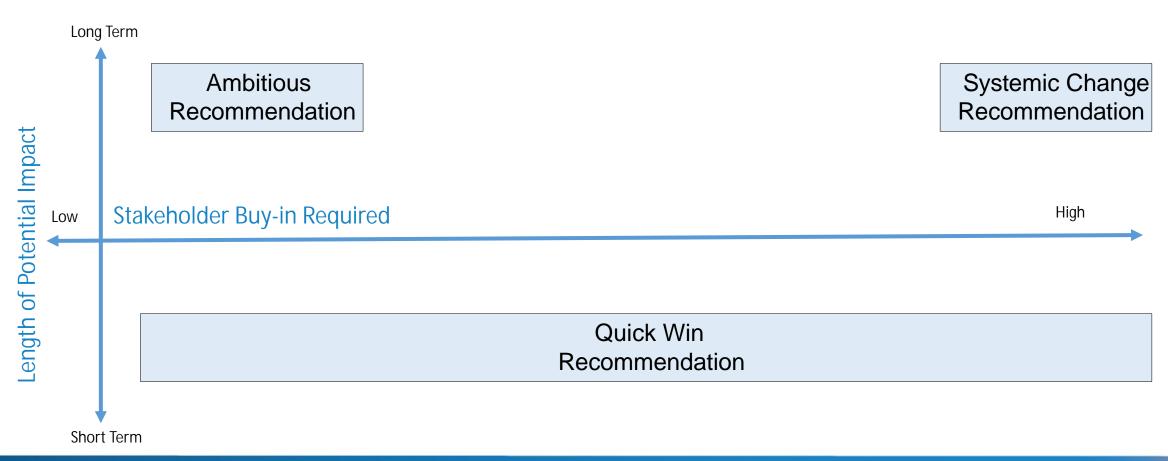
10 minutes

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



#### Recommendation Considerations

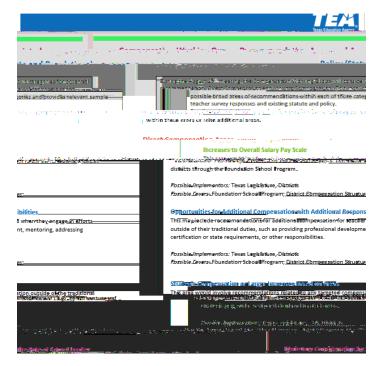
Do our recommendations solve both short and long-term issues?

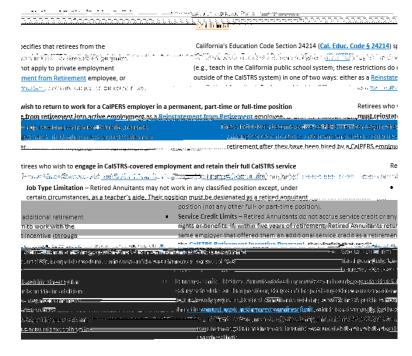


## Review of Data and Research



Texas Education Agency







#### Roles of Different Actors



#### Texas Legislature

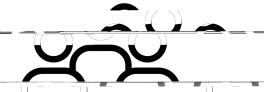
Can change laws, affect school finance, and affect agency policy

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)
Can adopt policies and rules, provide best
practices and technical assistance, executes
on (\$\mathbb{S}\mathcal{2}\) (\$\mathcal{L}\)(1174\)\(\mathcal{L}\)(270\)



on (52.2 (t) 11r4 95 4.7(a) 4.0 (k/D 489 C 0.260.44 70.66) 7TT1 C 0 g0.501 Tc 0502 Tw 1.35 1 151 990 00 18 201 R(r) 0.e (a) 3tu 9.5 (s5.6) 21.7(e) 1.y t) 1xes



## Revising Recommendations by Like Roles









Given your context, perspective, and expertise:

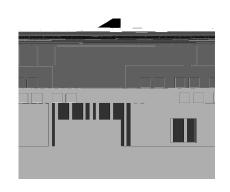
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# Reactions and Questions from the Working Group



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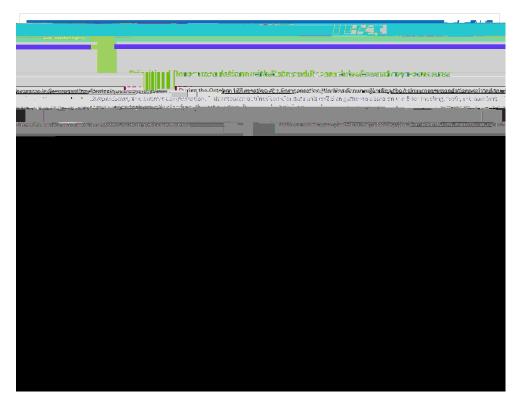


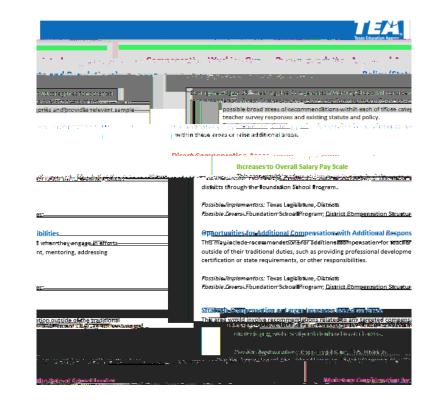
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#### Review of Data and Research





#### 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



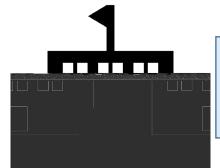
Sets requirement that a district must use at least 30% of gain to the basic allotment increase on compensation to non-administrator employees



# 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

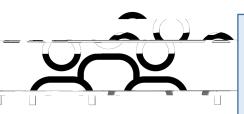


#### School Districts and Schools

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



## 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

May support technical assistance



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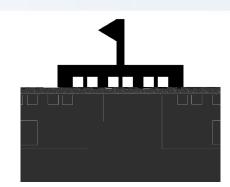
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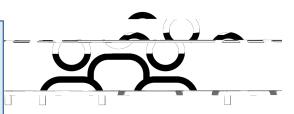


#### Sets the basic allotment

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



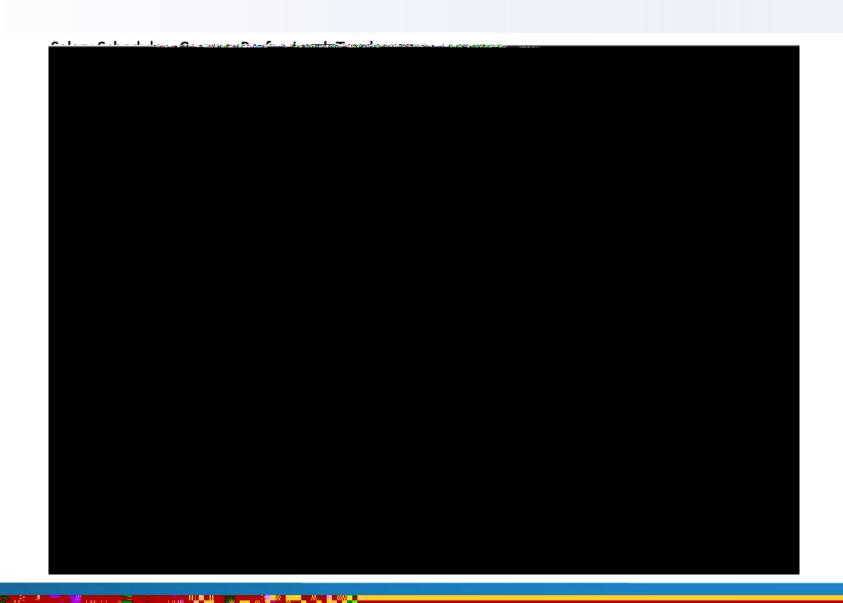
Government Agencies (TEA, TRS, other)





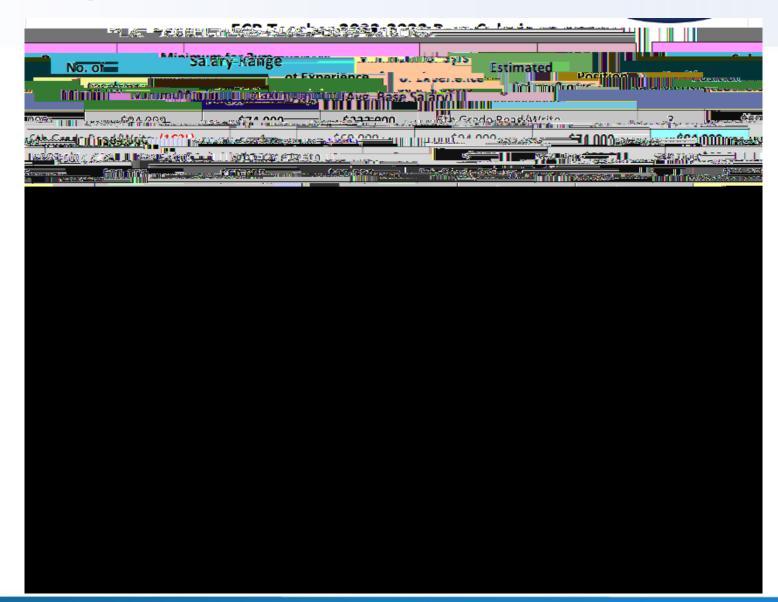
TEA District Type	Number of	Median Salary	Median Beginner	Median Teacher	Total Teachers
	Districts		Salary	Student Ratio	Full-Time
					Equivalent
Major Urban	11	\$57,081	\$52,387	15.1	60081.4
Major Suburban	80	\$59,478.5	\$54,172	15.35	116153.4
Other Central City	39	\$57,571	\$50,807	15	56569.4
Other 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





### Revising Recommendations by Like Roles









Given your context, perspective, and expertise:

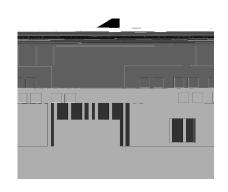
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# Reactions and Questions from the Working Group



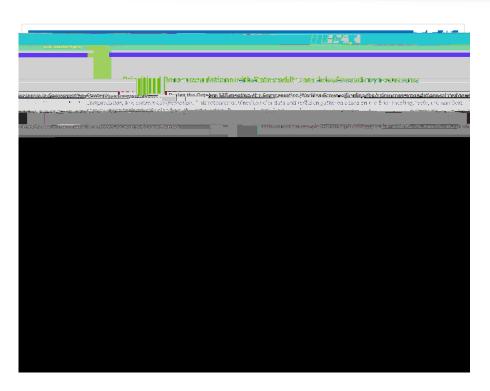
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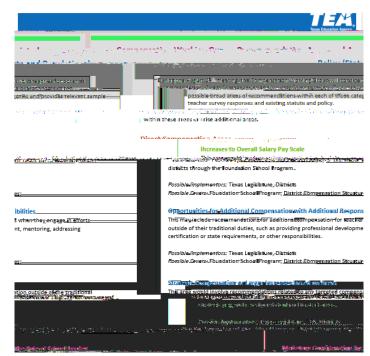


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secifies that retirees from the California's Education Code Section 24214 (Cal. Educ. Code § 24214) sp ราช และ การที่สำนักเกม เรียง เมื่อ เมื่อจะได้ได้ ก็อกเล่นให้สู่สมัย <u>ผู้ให้ ได้ได้</u>ต้อนสู่ใช้ และ เมื่อ สาราก ที่มีน้ำ นี้ โดยชนานิ ได้ โดยชักด้า (e.g., teach in the California public school system; these restrictions do I not apply to private employment outside of the CalSTRS system) in one of two ways: either as a Reinstate ment from Retirement employee, or multion, by chart subject to provide in 46. wish to return to work for a CalPERS employer in a permanent, part-time or full-time position Retirees who Efrom retikement into active employment as a Reinstatement from Retirement employee. These individuals become active CalPERS, members again, th retirement after they have been bired by a CalPFRS employ. tirees who wish to engage in CalSTRS-covered employment and retain their full CalSTRS service From the extremental mid-11. The last of the temperature and initiative sections to the section of Job Type Limitation - Retired Annuitants may not work in any classified position except, under certain circumstances, as a teacher's aide. Their position must be designated as a retired annuitant position (not any other full- or part-time position). additional retirement Service Credit Limits – Retired Annuitants do not accrue service credit or any to work with the rights or benefits. If, within five years of retirement, Retired Annuitants retu and and the state of the state nte Mic Kampai de resolunie e rénoneza ar idocusa a limonar e ocease e d'Al- Bannings Limit: - Retired Amoritants—salvey must resen bounts page page (food) statleng sefterabile for that postition; the years' be paid any either want consensation. =to-dinaderunty pagera to 18 si ital A<del>mmu</del>itantia wish ing sa waak in 624 puldia sal<del>ma</del>s iras notatoram <u>=res</u>ulinerman gidnai medinermani kernalit (e-padused abdhari) srabdharis <u>(</u> santu mi secoping<u>dire</u>

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#### Roles of Different Actors



#### Texas Legislature

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Statute provides 5 days per year of state leave

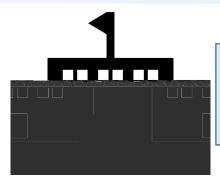
Sets TRS healthcare and pension contribution rates for the state, district, and employees

Requires surcharge for employment after retirement



Government Agencies (TEA, TRS, other)
Can adopt policies and rules, provide best
practices and technical assistance, executes
on laws

Provides state-wide optional healthcare plan



#### School Districts and Schools

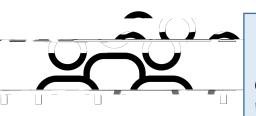
Determines local policy and compensation structure within legal framework. Adopts best practices.

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



Others (Professional organizations, Technical Assistance providers)

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



### Revising Recommendations by Like Roles









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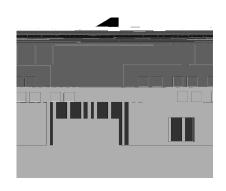
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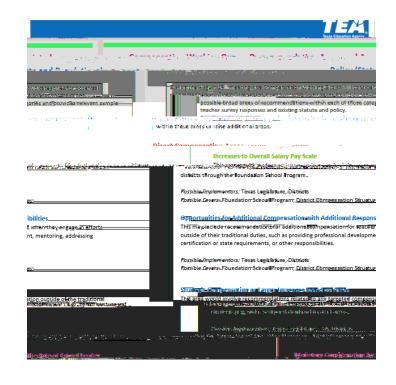
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#### Review of Data and Research

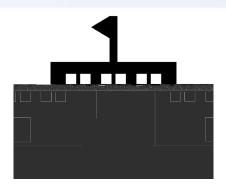




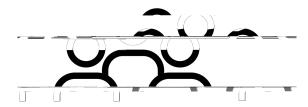
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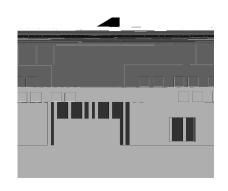
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# Recommendation Prioritization





Introduction (10 minutes) Reviewing today's session framework (5 minutes) Recommendations for salary-



- 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?



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



# Transition to Whole Group