

# Employee FAQs about the TASB Pay Systems Review

## Argyle ISD



The HR Services division of the Texas Association of School Boards (TASB) recently completed a pay systems review for Argyle ISD. These frequently asked questions (FAQs) are designed to help employees better understand the review process and our pay system.

### What is a pay systems review?

TASB HR Services reviewed our current compensation plans and pay practices, benchmarked our pay plans and pay rates against our external job market, and developed recommendations for adjustments designed to fit within the district's budget. The focus of the review was to ensure our pay is internally fair and competitive with our market peers. HR Services has conducted similar reviews for districts across the state for more than 30 years.

### What is our job market and who are our peers?

A job market is a group of employers with whom you compete for labor and includes both employers you hire from and employers to whom you lose staff. Market peers differ by job type, with hourly jobs competing with local or close regional employers. The district may hire from farther away for salaried professional and administrative jobs. Also, the district may compete with private sector employers and other public sector employers for some jobs.

### What is a compensation plan?

A compensation plan is a grouping of pay structures designed to control pay within the district. Our district has four pay structures that group similar types of work. They include:

- Teachers and related instructional staff,
- Exempt (salaried), and
- Nonexempt Clerical Paraprofessional (hourly)
- Nonexempt Support Services (hourly).

Additionally, the district pays stipends for extracurricular duties.

The Board of Trustees approves our compensation plan each year and also may approve pay increases when adopting the annual budget.

### What is a pay range?

Pay ranges define minimum and maximum pay guidelines for jobs within a pay structure. We aim to keep the middle, or midpoint, of each pay range closely aligned with market values, which helps keep all employees within a competitive range of pay. Jobs are assigned to a pay range based on the types of duties performed, skill requirements, responsibility, and market value. Pay grades are based entirely on the job requirements – not on employee qualifications, skills, or performance.

### How are pay increases calculated?

For teachers, pay increases are calculated by applying a percentage increase, approved by the board, to the market average teacher salary. For all other employees, pay increases are calculated by applying the percentage increase approved by the board to the midpoint of each employee's pay range. This means the amount of the pay increase is the same for employees in the same pay grade. Midpoint-based increases also help focus pay around market values. TASB recommended additional adjustments for certain employees to correct severe market or internal inequities.

## What will happen to the teacher salary schedule?

The teacher salary schedule is designed to be used as a hiring schedule for determining salaries of teachers new to the district. Continuing teachers will receive an increase each year based on board approval, with the size of the increase dependent on availability of funds in the budget. Each teacher will receive the same general pay increase. Annual salaries are already differentiated to reflect years of teaching experience. Granting the same increase each year to all teachers will preserve that difference, rather than continuing to spread pay by experience. This also allows all district employees to receive consistent increases (e.g., everyone gets a 3% general pay increase).