

Pay Systems Review

West Oso Independent School District

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Keith McLemore



HR Services

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INTRODUCTION AND METHODOLOGY

West Oso Independent School District (WOISD) engaged the HR Services Division of the Texas Association of School Boards (TASB) to conduct a comprehensive review of its employee compensation plan. HR Services has been providing compensation consulting and support services to Texas schools for 35 years. This report presents a summary of the findings and recommendations from this project with supporting data.

Purpose of Study

This study was conducted to objectively examine the competitive job market and make recommendations for internally fair and externally competitive pay practices. The project included the following processes:

- evaluate competitive market prices for key benchmark jobs;
- determine whether employees are being paid within an appropriate market range;
- determine whether jobs are placed correctly in the pay structure;
- build or align district pay structures with the competitive job market;
- develop an affordable implementation plan with recommended pay adjustments; and
- review and recommend administrative guidelines for managing pay systems.

All employee groups were included in this study, including:

- teachers (and related instructional staff);
- administrative/professional;
- clerical/paraprofessional; and
- auxiliary

In addition, to base pay structures, extra duty stipend schedules and rates were reviewed.

Project Activities

The following work tasks were completed during the study.

- **Initial planning and data collection**
Consultants conferred with district administrators to ensure a clear understanding of the concerns and objectives for the study. Pay data collected on personnel employed at the start of the project was used for modeling proposed pay plans and costs.
- **Assess competitive pay levels for common jobs**
The competitive job market group was approved by the district. Consultants analyzed market data to determine where the district is at risk and identified priorities for pay system improvements.
- **Review job classifications**
Consultants reviewed job classifications through discussions with district leadership and market pricing. Consultants also reviewed the exemption status of jobs for compliance with the Fair Labor Standards Act (FLSA).

- **Build or align pay range structures**

Pay structures were built or adjusted based on market benchmark rates and district budget. Pay structures were designed to provide competitive pay ranges and internal pay system controls.

- **Design implementation plan with recommended pay adjustments**

The implementation plan was designed to achieve the following:

- provide a general pay increase to all employees paid within their pay range;
- adjust all employees up to the minimum pay rate for their position;
- add strategic adjustments to improve pay for identified employees; and
- maintain current pay for employees paid above the recommended maximum rates.

- **Review a draft of findings and recommendations and deliver a final report**

Consultants met with district leaders to review the initial draft of findings and recommendations.

Additional information about pay systems can be found in Appendix C – Understanding Pay Systems.

Data Sources

Data sources for this project were obtained from:

- District employee records;
- Peer districts;
- TASB annual surveys of salaries and wages in Texas schools; and
- Third-party salary surveys of the local metro area.

Market Comparisons

Comparison districts were selected on the basis of enrollment and location. School district data was obtained from the most recent available surveys conducted by TASB HR Services. Non-school market data for the Corpus Christi metro area from multiple third-party sources was incorporated for positions with similar jobs outside of K-12 education.

Exhibit 1 – Comparison Districts

District	Enrollment	Teachers	Exempt & Nonexempt	Stipends
West Oso ISD	1,975			
Aransas Pass ISD	1,639	X	X	
Beeville ISD	3,006	X	X	X
Bishop CISD	1,596	**		
Calallen ISD	3,945	X	X	
Corpus Christi ISD	34,422	X	X*	X
Flour Bluff ISD	5,526	X	X	
Gregory-Portland ISD	4,724	X	X	X
Ingleside ISD	2,052	X	X	X
Kingsville ISD	2,667	X	X	X
London ISD	1,200	**		
Mathis ISD	1,377	X	X	X
Robstown ISD	2,759	**		
Sinton ISD	2,041	X	X	X
Taft ISD	940			X
Tuloso-Midway ISD	3,837	X	X	X

* Directors and above may be excluded from comparison due to size of district.

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

SUMMARY OF FINDINGS

Teachers – Current Environment

The current West Oso ISD teacher placement scale spreads pay across 21 experience increments and ranges from \$50,000 to \$57,055.

Average pay experience for WOISD teachers is 10 years, which is below the state average of 12 years. Sixty-eight percent of teachers have 10 or fewer years of total teaching experience. According to experience data provided to TASB, WOISD hired 21 new teachers in 2021–2022, with 43 percent having no prior teacher experience and 52 percent having between one and five years of experience. Only one new hire had more than five years of experience.

Exhibit 2 – Distribution of Teachers and Librarians by Experience

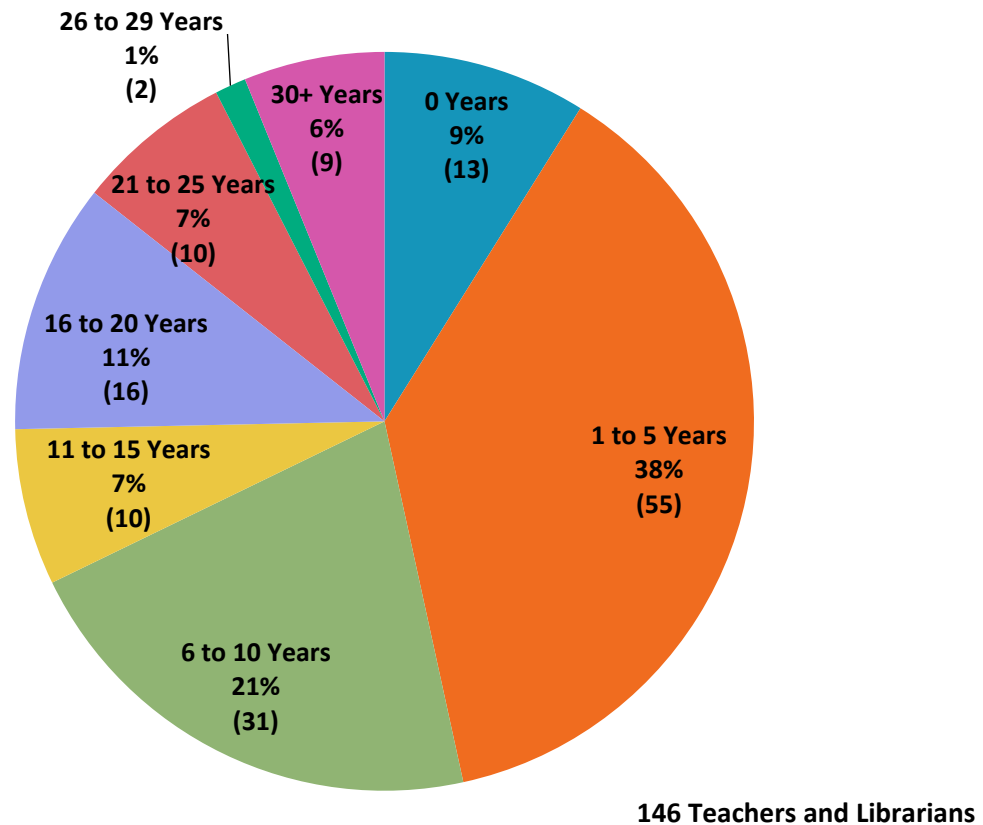
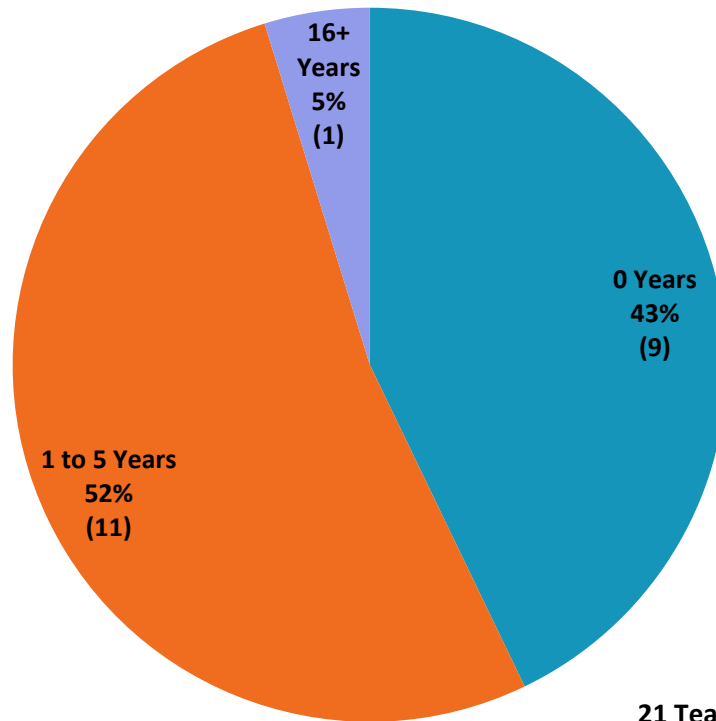


Exhibit 3 – Experience of Newly Hired Teachers and Librarians



Teachers – Market Comparison

When compared to market peers, West Oso ISD's teacher hiring schedule leads the market across benchmark years 0-10 but lags market at benchmark years 15-20.

Average teacher pay is 97 percent of market, which may be related to lower-than-average pay experience relative to peer districts. Unless the current environment is strategic, WOISD could benefit from better-aligning its teacher hiring schedule to market medians across all benchmark years.

Exhibit 4 – Teacher Salary Schedule Comparison

	Beginning Salary	5-year Salary	10-year Salary	15-year Salary	20-year Salary	Average Salary
West Oso ISD Salary	\$50,000	\$50,600	\$52,950	\$54,460	\$56,415	\$53,004
Local Market Median	\$47,000	\$48,975	\$52,207	\$55,490	\$59,398	\$54,887
Percent of Market Median	106%	103%	101%	98%	95%	97%
Difference to Median	\$3,000	\$1,625	\$744	(\$1,030)	(\$2,983)	(\$1,883)

Teacher Incentives: WOISD offers five of the more common teacher stipends to supplement base pay, with three lagging the market. The district should consider increasing the secondary math and science stipends to match market levels, to improve recruitment and retention efforts in this shortage areas, considering seven out of 11 peers offer such stipends.

The table below includes common teacher stipends and how the district compares with peers. This comparison may be helpful if the district is considering adjusting stipend amounts or offerings. Offering stipends for hard-to-fill positions is one method of remaining competitive with peer districts.

Exhibit 5 – Teacher Stipend Comparison

Stipend	West Oso ISD	Median Stipend	Districts Reporting
Master’s Degree – General	\$2,000	\$1,000	8 of 11
Master’s Degree – Subject-Area	\$2,500	\$1,000	3 of 11
Secondary Math	\$2,000	\$4,000	7 of 11
Secondary Science	\$2,000	\$4,000	7 of 11
Special Education – General/Resource	--	\$2,250	4 of 11
Special Education – Self-Contained	--	\$2,450	6 of 11
Bilingual	\$2,500	\$3,500	5 of 11
ESL – General	--	\$750	5 of 11
ESL – Dual Language Program	--	\$100	1 of 11
National Board Certification	--	\$1,500	1 of 11
Campus Assignment	--	\$2,000	3 of 11

A list of district job titles and matched benchmark job titles can be found in the tables located in the Detailed Market Comparison Tables appendix of this report.

Exempt Positions – Current Environment

Administrative professional employees are currently paid via a single pay structure with 29 job titles, eight pay grades, and range widths of between 26 and 40 percent.

Pay range midpoints are relatively competitive, on average, but need to be realigned to market. Like many districts statewide, the substantial shift in teacher pay triggered by 2019’s House Bill 3 has created pay compression issues between teachers and jobs in the educator career path. Strategic structure adjustments and movement of some jobs between pay grades are needed to reduce compression between the teacher hiring schedule and the administrative professional pay structure.

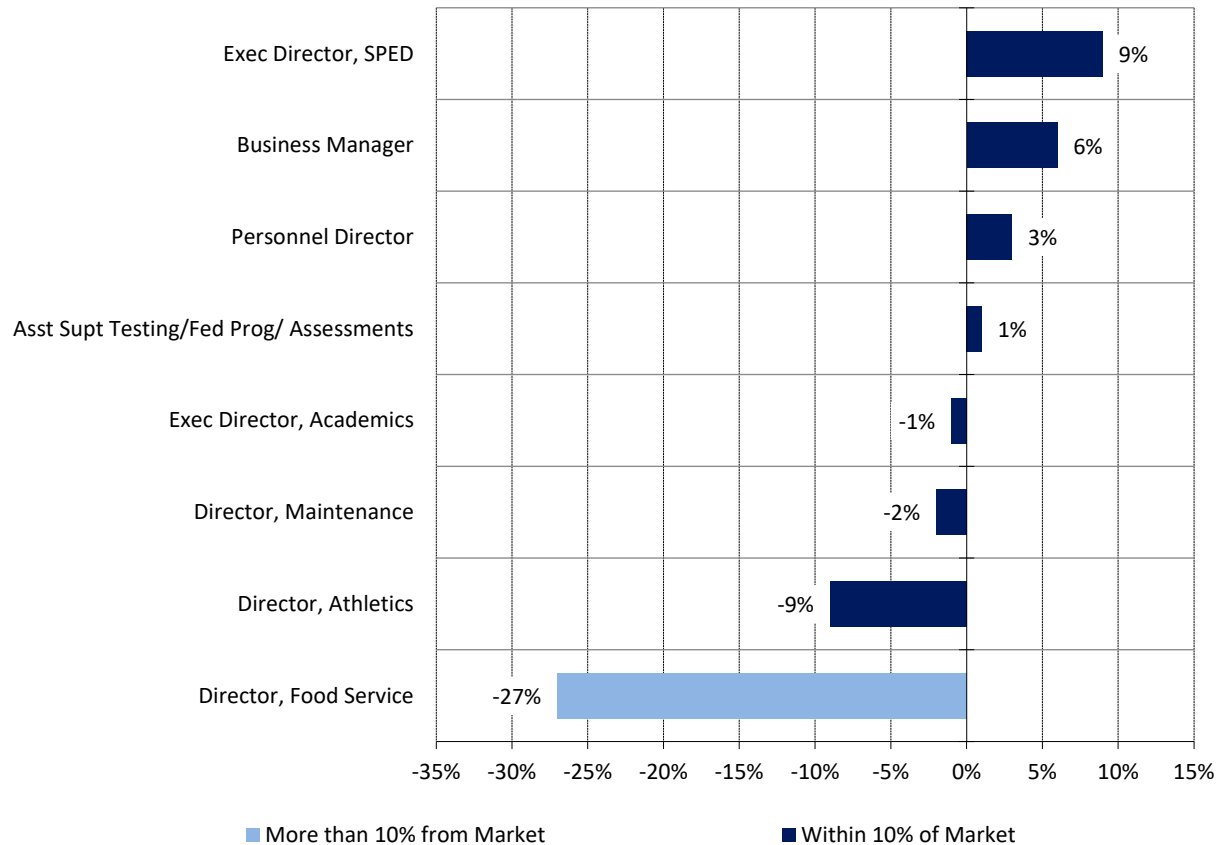
The average total experience in education for this group is 19 years.

Exempt Positions – Market Comparison

Across all surveyed exempt positions, WOISD is paying at 97 percent of market. These positions have been subdivided into four subgroups for a more detailed analysis below.

Exhibit 6

West Oso ISD: Central Administration Comparisons to Market, 2021-2022

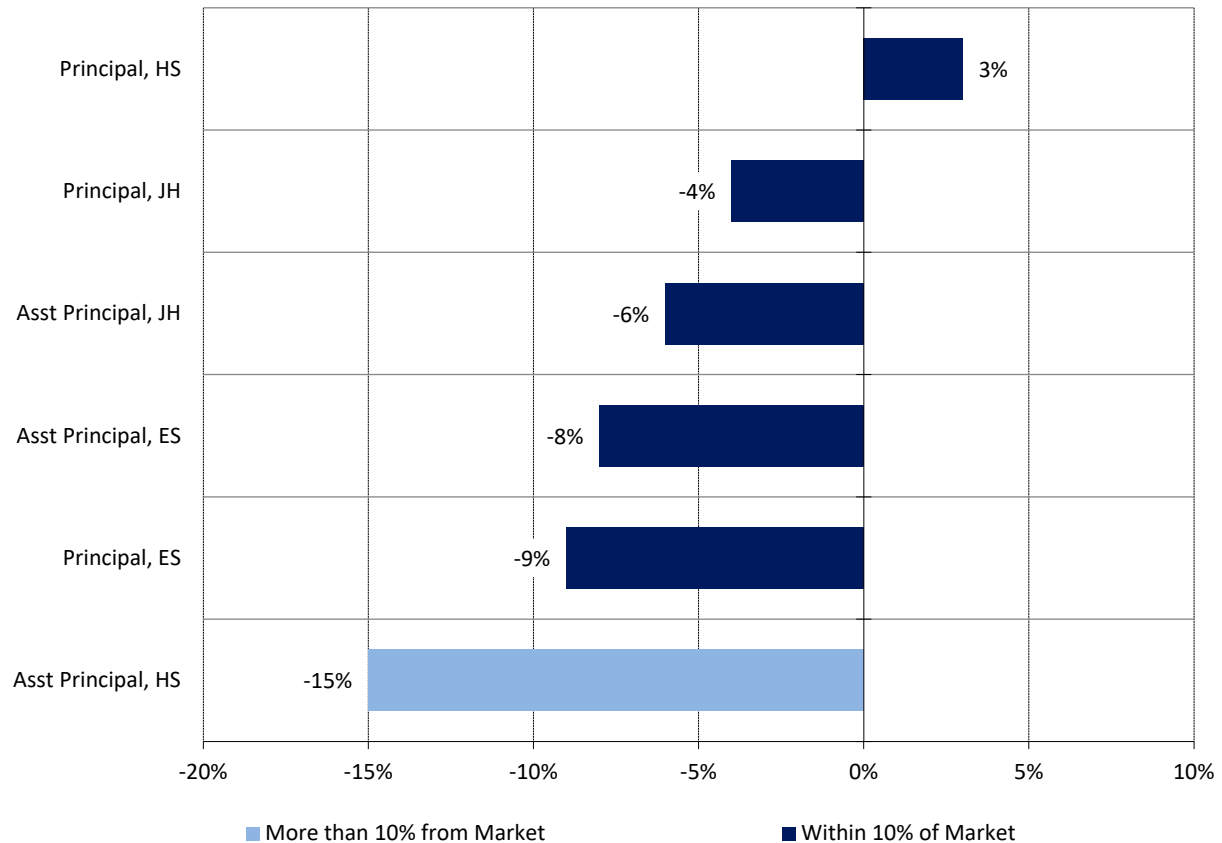


Central Administration: When compared to local peers, surveyed administrative professional pay at the central office is 97 percent of market, on average. This group displays a strong connection to market overall with seven of eight jobs paid within 10 percent of market. The market comparison for food service director is notably low and does not appear to be experience related.

Being single-incumbent positions, individual experience and credentials do play a larger role in this group's market comparisons. Pay grade midpoints (not pictured) are 99 percent of market.

Exhibit 7

West Oso ISD: Campus Administration Comparisons to Market, 2021-2022

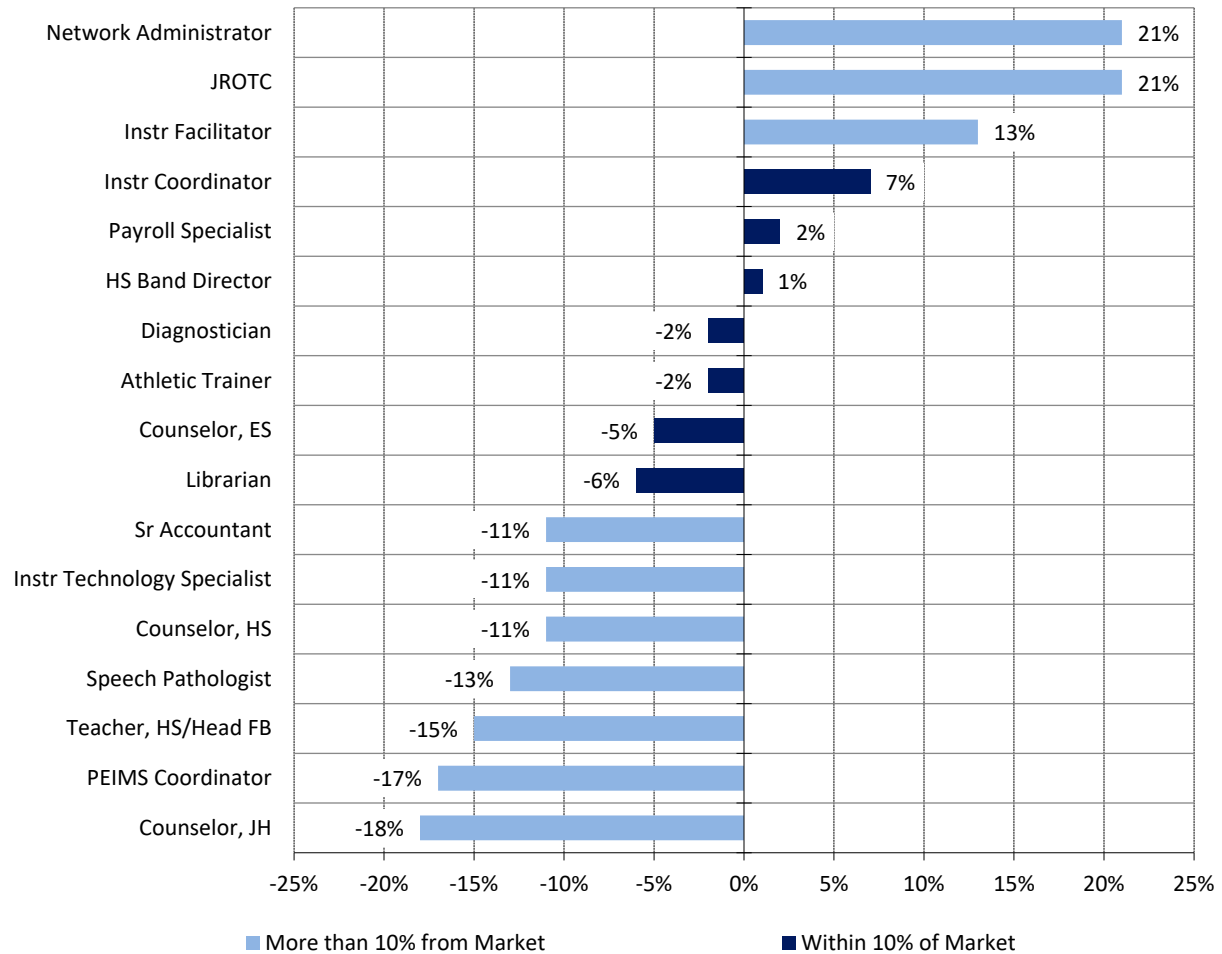


Campus Administration: On average, surveyed campus administration pay is 94 percent of market medians. Much like central administration, this group shows a strong connection to market overall with five of six surveyed jobs paid within 10 percent of market. While this group lags market overall, no job is paid less than 85 percent of market.

Pay grade midpoints (not pictured) are 95 percent of market.

Exhibit 8

West Oso ISD: Professional Comparisons to Market, 2021-2022



Professional: Pay for surveyed professional positions in WOISD is 97 percent of market medians, on average. This group could be better connected to market overall with only seven of 17 jobs paid within 10 percent of market.

Pay grade midpoints (not pictured) are 98 percent of market.

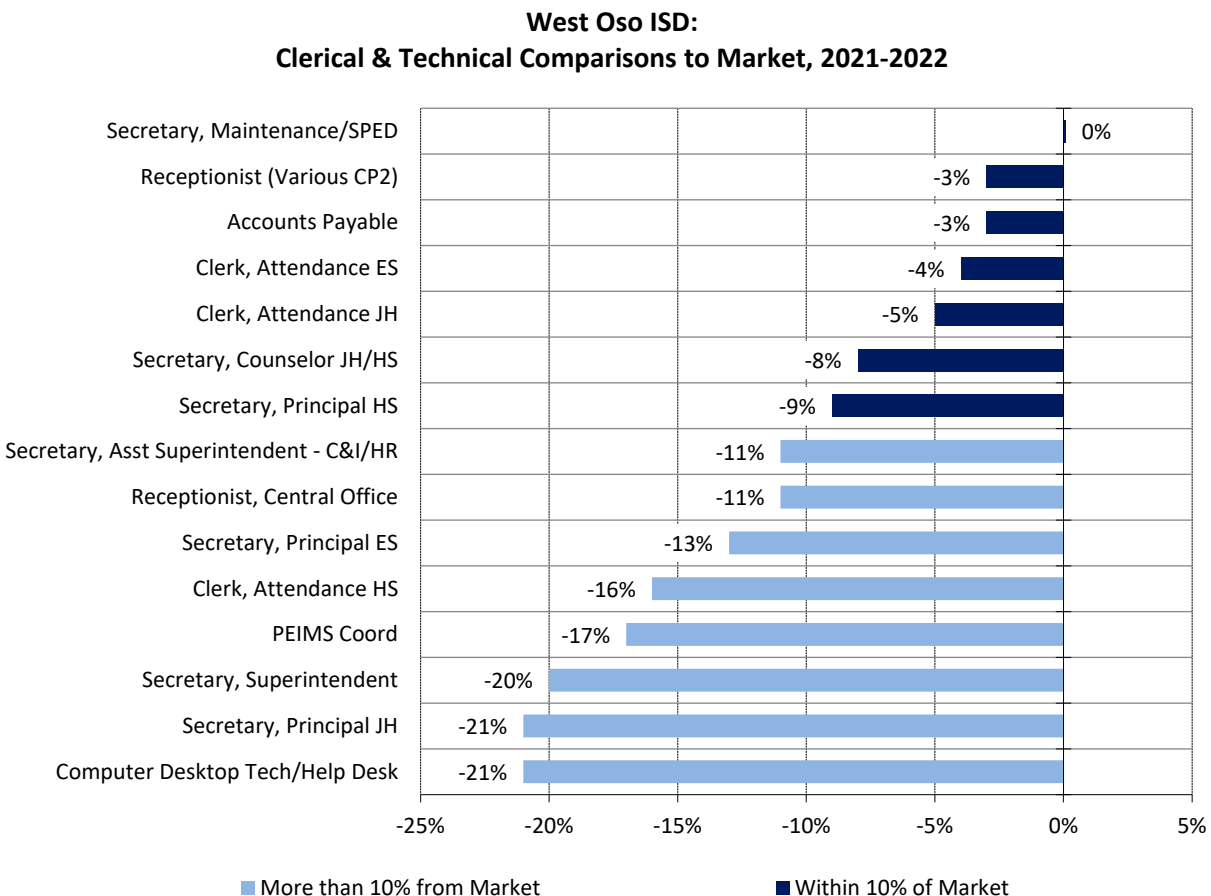
Nonexempt Positions – Current Environment

Currently, nonexempt positions are placed onto one of two pay structures – clerical paraprofessional and auxiliary. The clerical paraprofessional structure contains a total of 29 job titles and seven pay grades with range widths that vary between 31 and 43 percent. The auxiliary structure contains 11 job titles and eight pay grades with range widths that vary between 37 and 45 percent.

Nonexempt Positions – Market Comparison

Across all surveyed nonexempt positions, average WOISD pay is 92 percent of market, with pay grade midpoints that are 93 percent of market. These positions have been divided into three subgroups below for a more detailed market analysis of each.

Exhibit 9

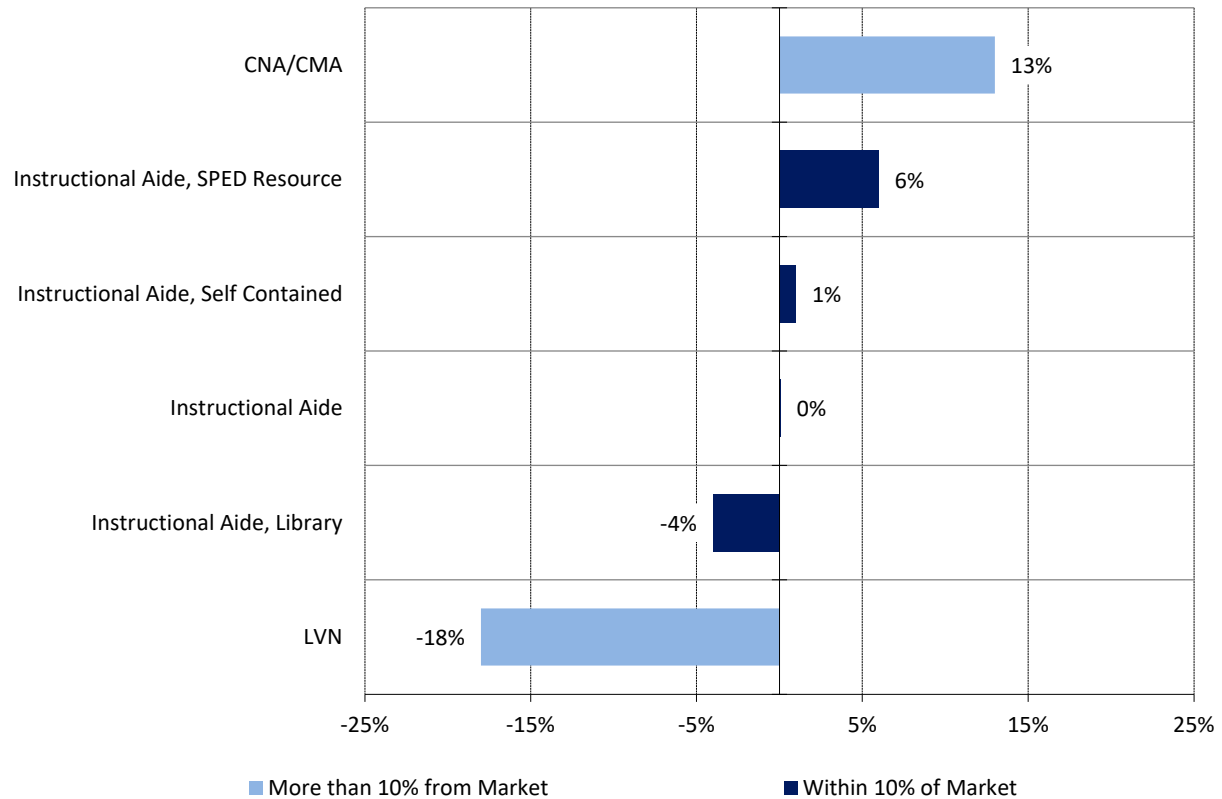


Clerical & Technical: On average, surveyed clerical and technical pay is 89 percent of market, with individual job comparisons ranging from 79 percent of market to 100 percent of market. This subgroup shows a weak connection to market overall with eight of 15 surveyed jobs paid less than 90 percent of market. Secretary jobs are notably low to market as a group.

Pay grade midpoints and minimums (not pictured) are 91 percent and 92 percent of market, respectively.

Exhibit 10

West Oso ISD: Instructional Support Comparisons to Market, 2021-2022

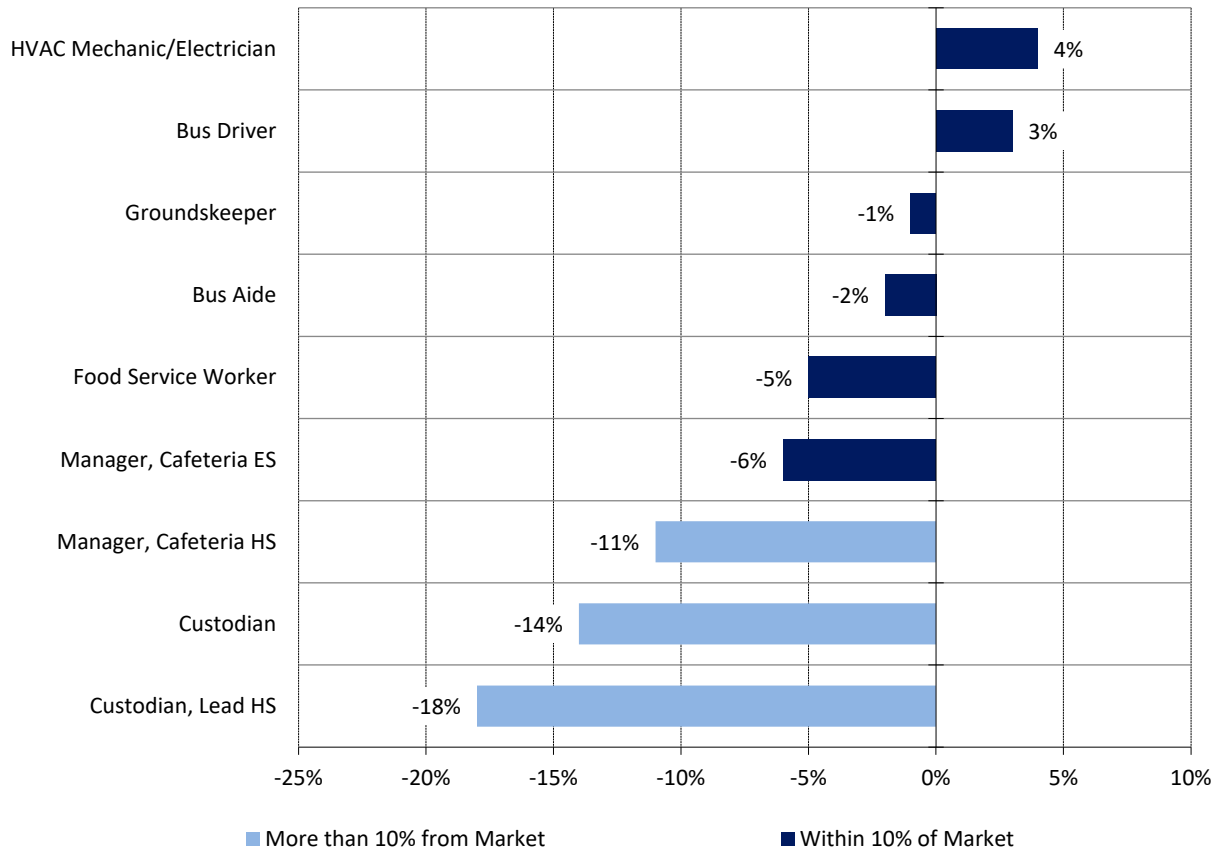


Instructional Support: On average, surveyed instructional support pay is 100 percent of market, with individual job comparisons ranging from 82 percent of market to 113 percent of market. This subgroup shows a strong connection to market overall with most jobs paid within 10 percent of market. LVN is low to market but appears to be directly related to experience.

Pay grade midpoints and minimums (not pictured) are 103 percent and 94 percent of market, respectively.

Exhibit 11

West Oso ISD: Auxiliary Comparisons to Market, 2021-2022



Auxiliary: On average, surveyed auxiliary job pay is 100 percent of market, with individual job comparisons ranging from 82 percent of market to 104 percent of market. This subgroup shows a moderate connection to market overall with six of nine jobs paid within 10 percent of market. Custodial-related jobs are notably low to market.

Pay grade midpoints and minimums (not pictured) are 103 percent and 90 percent of market, respectively.

Extra Duty Stipends – Current Environment

WOISD annually spends about \$545,137 for supplements and extra-duty pay, according to detailed data provided by the district. There are 93 assignment types, with 231 stipends being paid for at least one of these assignments. At the time of data collection, 134 employees were receiving a stipend.

The district currently pays additional days for some athletic assignments, which is not a recommended best practice. Using days as a pay supplement is an inefficient method for keeping up with stipend market prices and causes pay differences based on teaching experience, not coaching experience. The direct method of single-supplement is best for ensuring fewer inequities in pay for coaches performing the same assignment.

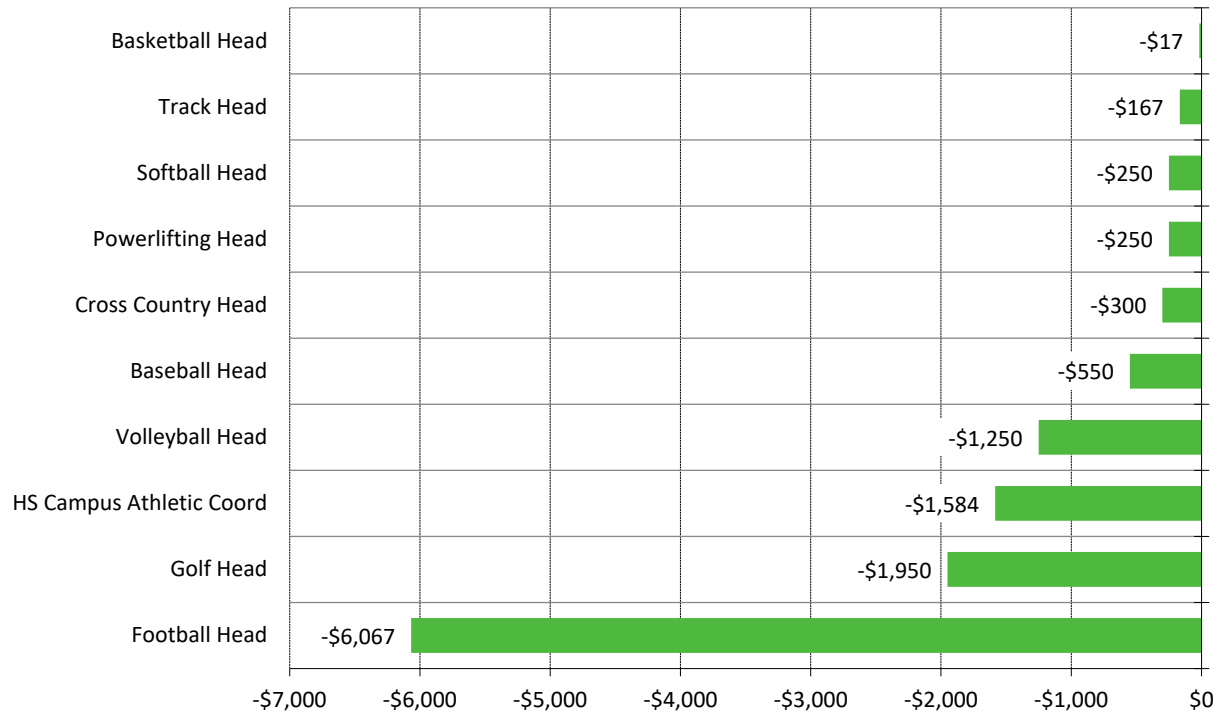
Extra Duty Stipends – Market Comparison

Due to the small relative value of stipends, market differentials may vary widely in terms of percent difference from market. For this reason, comparisons to market are described in terms of dollar amounts, not percentages. The dollar value of all extra days coaches receive has been divided equally between the total number of sports coached to allow for an equitable market comparison. Additionally, market stipend values take into the account the full dollar amount paid by a district for any given stipend, including any extra days.

WOISD's extracurricular stipends have been divided into three groups for market comparisons — athletics, performing arts, and academic — with athletics being further subdivided into multiple sub-categories for a more detailed analysis.

Exhibit 12

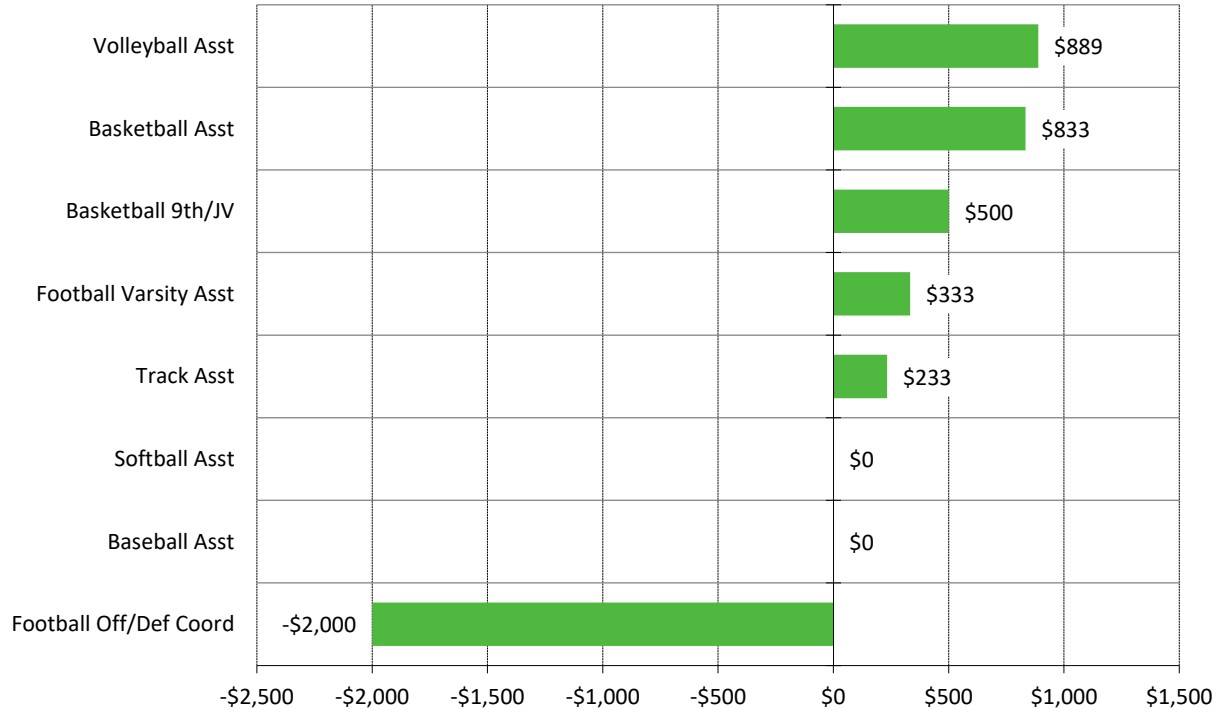
West Oso ISD: Head Coaching Stipend Comparisons (\$), 2021-2022



Head Coaching: Head coaching stipends in WOISD are \$1,239 below market, on average. Comparisons range from \$6,067 below market to \$17 below market. Football head coach stipend is notably low to market.

Exhibit 13

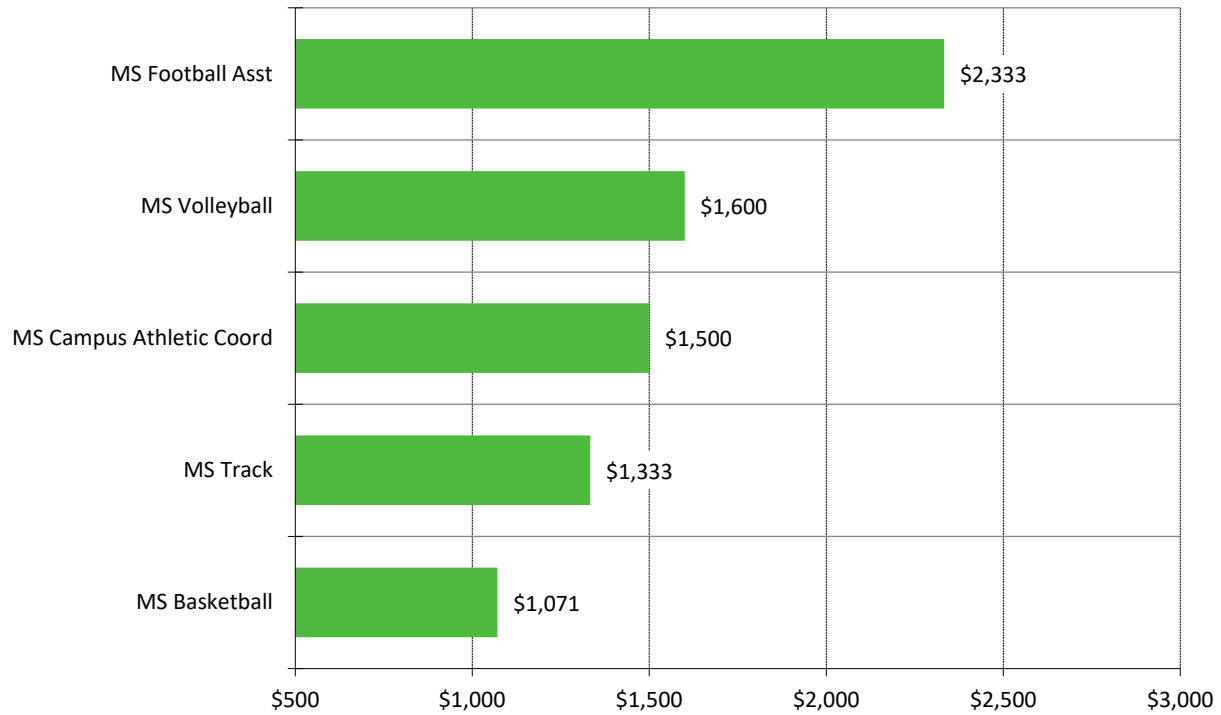
West Oso ISD: 9th/JV/Asst Coaching Stipend Comparisons (\$), 2021-2022



9th/JV/Asst Coaching: On average, 9th/JV/Assistant coaching stipends are \$99 above market, with individual assignments ranging from \$2,000 below market to \$889 above market. Outside of football offensive/defensive coordinator, these stipends are relatively well-connected to market.

Exhibit 14

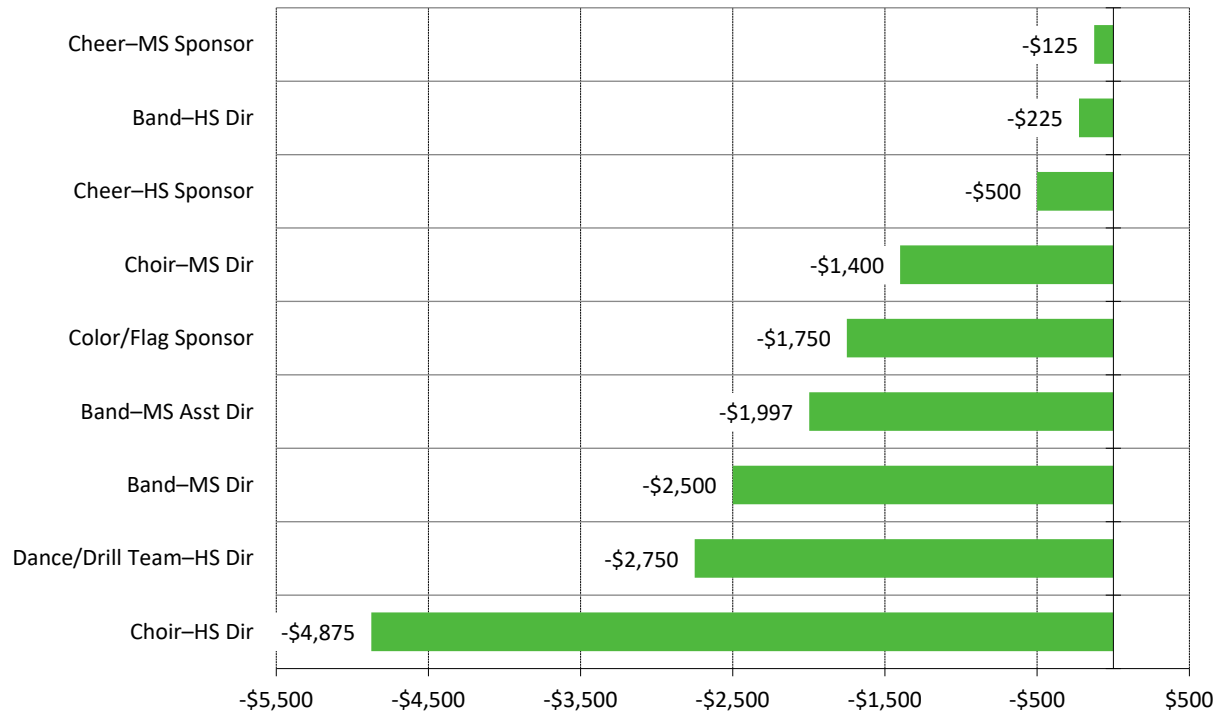
West Oso ISD: Middle School Coaching Stipend Comparisons (\$), 2021-2022



Middle School Coaching: Stipends for middle school coaching assignments are \$1,567 above market, on average. This group has the strongest overall comparison among the athletic subgroups, with all assignments exceeding market value.

Exhibit 15

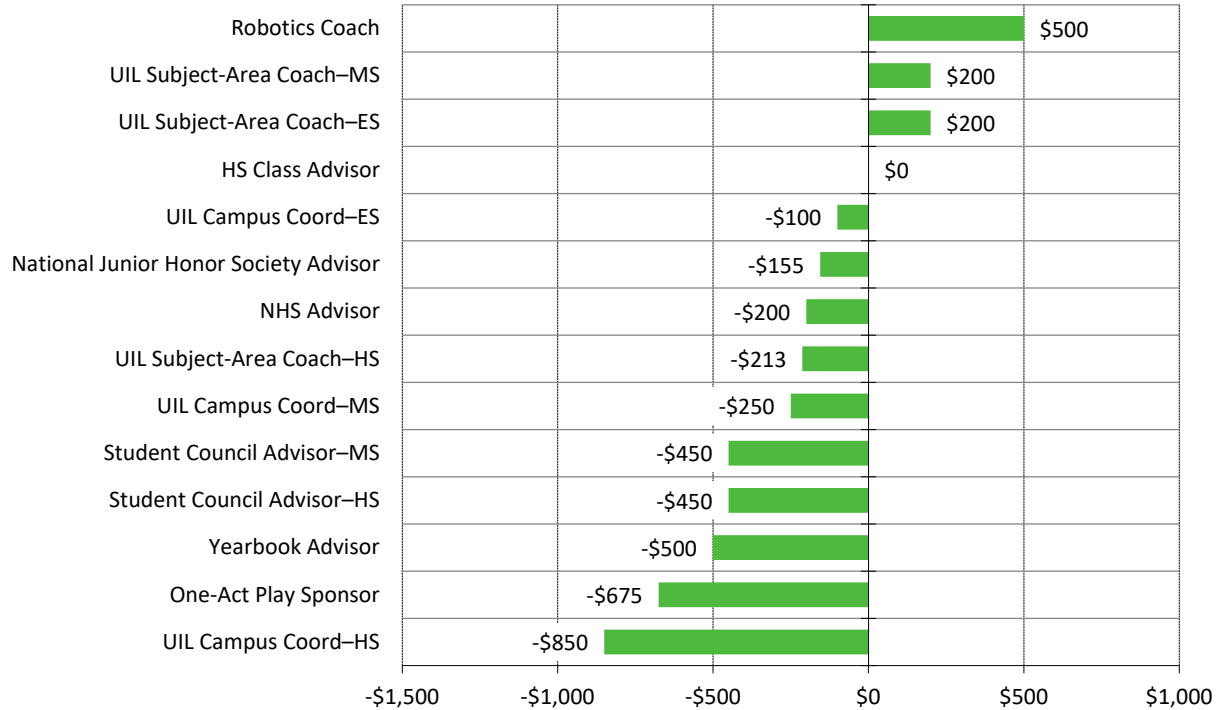
West Oso ISD: Performing Arts Stipend Comparisons (\$), 2021-2022



Performing Arts: Performing arts stipends in WOISD lag market by \$1,791, on average, with stipends ranging from \$4,875 below market to \$125 below. HS choir director is notably low to market.

Exhibit 16

West Oso ISD: Academics Stipend Comparisons (\$), 2021-2022



Academics: Academic stipends in WOISD lag market by \$210, on average, with stipends ranging from \$850 below market to \$500 above. While most stipends approach or exceed market medians, some are notably low to market considering the smaller monetary value of this group's stipends.

RECOMMENDATIONS

Following are recommendations for the WOISD compensation plan.

Recommendation 1

Adopt the proposed pay structures to improve market and internal equity.

- HR Services has recommended four pay structures—three midpoint-based structures for administrative professional and nonexempt job groups, and a separate teacher hiring schedule that has two versions to align with the 1 and 2 percent GPI models discussed in recommendation 2.
- The midpoint-based structures group jobs of similar market value, skill, effort, and responsibility into proposed pay grades with minimum, midpoint, and maximum values.

Recommendation 2

Adopt one of the proposed general pay increase (GPI) models to improve market competitiveness.

- Three increase models have been proposed, as detailed below. In all models, all continuing teachers receive at least the same GPI amount, and increases for non-teachers are calculated as a percent of pay grade midpoint.
- Model 1: 1 percent GPI, which includes a \$550 increase for all continuing teachers.
- Model 2: 2 percent GPI, which includes a \$1,100 increase for all continuing teachers.
- Model 3: 1 percent GPI for teachers and a 2 percent GPI for non-teachers.

Recommendation 3

Implement additional salary adjustments to improve internal equity and market competitiveness.

- Teacher hiring schedule adjustments are recommended for years 2 through 21 to better align the schedule with market at the higher years of experience, as well as to create a more logical progression of experience differentials. This means nearly all teachers will receive more than the uniform GPI amount for either model.
- There are some employees for whom the general pay increase is not enough to move them above the minimum of the new proposed pay range. The proposed individual adjustments raise all salaries to 1 percent above the minimum of the employee's pay range. Increasing salaries to 1 percent above the minimum will ensure current employees are paid slightly more than incoming employees paid at the minimum of the pay range.

- Provide adjustments to ensure that administrative/professionals in the educator career path will be paid at least 2 percent more than what a teacher with the same degree and experience will be paid on a daily rate basis.
- Provide strategic adjustments to employees whose pay remains below 88 percent (administrative professional) or 90 percent (clerical/paraprofessional and auxiliary) of midpoint even after receiving the general pay increase. For those employees, a strategic adjustment of 1 percent of midpoint have been applied.

Recommendation 4

Adopt the proposed market-based stipend plan and increase extra-duty stipend amounts to the recommended levels if they are currently low to market values.

- Move away from paying extra days to paying market-competitive flat rates for supplemental assignments.
- Increase stipends for 38 supplemental assignments to market-competitive rates.
- A total of 51 employees are scheduled to receive an increase.

Recommendation 5

Improve pay equity and budget management by implementing strong pay discipline for employees paid above the maximum of their assigned pay grade.

- Maintain salaries for employees paid at or above the base salary maximum without continuing to increase base pay beyond the maximum of the assigned pay grade.
- Districts can consider providing the equivalent of the general pay increase as a one-time payment to employees whose pay rates are above the maximum of their range. This will communicate value to the employees while honoring the range maximums but likely would not be considered creditable compensation by the Teacher Retirement System of Texas (TRS). Such a payment also would need to be factored into overtime pay calculations for nonexempt employees.
- Freezing pay for employees without advanced warning can lead to employee morale issues and turnover. The district should consider providing written notification to affected employees in advance of freezing base pay.
- The cost model provided does not include increases for employees who are over the maximum of their proposed pay grade.

Recommendation 6

Annually review the district compensation plan and update as needed to maintain market competitiveness.

- On an annual basis and using the same market districts, the district should calculate median teacher pay across 0, 5, 10, 15, and 20 benchmark years, along with median pay for other benchmark jobs.
- The district should review the pay structures annually and adjust as needed to maintain a competitive position in the local market.

Additional details regarding pay system implementation and management can be found in Appendix D – Pay System Implementation and Management.

ESTIMATED COST OF RECOMMENDATIONS

These estimates are based on employee pay data collected at the beginning of the pay study and are reflective of a snapshot in time.

West Oso ISD

Summary of Cost Estimates, 2022-2023

Model 1

	Total Staff	Count of Increases	Cost Increase	Percent of Current Costs	2021-2022 Current Costs
Teachers and Librarians					
\$50,300 starting salary	146		\$142,456		\$7,859,863
^{1c} 1.0% general pay increase (\$550)		146	\$80,525	1.0%	
Adjustments to years 2-21		106	\$61,931	0.8%	
Administrative Professional	40		\$76,696		\$2,843,100
^{1a} 1.0% of pay range midpoint increase		40	\$30,738	1.1%	
Adjustments to 1.0% above pay range minimum		5	\$12,336	0.4%	
Teacher pay equity adjustments		10	\$29,934	1.1%	
Strategic adjustment		5	\$3,688	0.1%	
Clerical Paraprofessional	63		\$40,527		\$1,627,080
^{1c} 1.0% of pay range midpoint increase		62	\$17,449	1.1%	
1.0% increase to employees over range max		1	\$329	0.0%	
Adjustments to 1.0% above pay range minimum		14	\$15,346	0.9%	
Strategic adjustment		25	\$7,403	0.5%	
Auxiliary	46		\$23,966		\$944,996
^{1c} 1.0% of pay range midpoint increase		44	\$9,795	1.0%	
1.0% increase to employees over range max		2	\$564	0.1%	
Adjustments to 1.0% above pay range minimum		14	\$8,021	0.8%	
Strategic adjustment		25	\$5,586	0.6%	
Subtotal - General Pay Increase	295	295	\$139,400	1.0%	
Subtotal - Implementation/Equity Adjustments		204	\$144,245	1.0%	
Extra Duty Stipends			\$25,963		\$545,137
Academics		78	-\$550	-0.1%	
Athletics		70	\$17,213	3.2%	
Extra Curricular		4	\$1,450	0.3%	
Performing Arts		6	\$13,000	2.4%	
UIL		36	-\$5,150	-0.9%	
Hold Harmless Supplement		66	\$45,898	8.4%	
Subtotal - Extra Duty Stipends		260	\$71,861	0.5%	
Total Cost Estimate			\$355,506	2.6%	\$13,820,176

Footnotes:

^{1a} Pay increases were not applied to employees at or above the maximum rate.

^{1c} Pay increases were applied to all employees and itemized separately for employees at or above the maximum rate.

West Oso ISD

Summary of Cost Estimates, 2022-2023

Model 2

	Total Staff	Count of Increases	Cost Increase	Percent of Current Costs	2021-2022 Current Costs
Teachers and Librarians					
\$50,800 starting salary	146		\$222,986		\$7,859,863
^{1c} 2.0% general pay increase (\$1,100)		146	\$161,049	2.0%	
Adjustments to years 2-21		106	\$61,937	0.8%	
Administrative Professional	40		\$104,389		\$2,843,100
^{1a} 2.0% of pay range midpoint increase		40	\$61,493	2.2%	
Adjustments to 1.0% above pay range minimum		5	\$8,715	0.3%	
Teacher pay equity adjustments		10	\$31,284	1.1%	
Strategic adjustment		4	\$2,897	0.1%	
Clerical Paraprofessional	63		\$54,618		\$1,627,080
^{1c} 2.0% of pay range midpoint increase		61	\$34,592	2.1%	
2.0% increase to employees over range max		2	\$702	0.0%	
Adjustments to 1.0% above pay range minimum		9	\$11,921	0.7%	
Strategic adjustment		25	\$7,403	0.5%	
Auxiliary	46		\$31,771		\$944,996
^{1c} 2.0% of pay range midpoint increase		44	\$19,929	2.1%	
2.0% increase to employees over range max		2	\$1,148	0.1%	
Adjustments to 1.0% above pay range minimum		9	\$5,379	0.6%	
Strategic adjustment		24	\$5,315	0.6%	
Subtotal - General Pay Increase	295	295	\$278,913	2.0%	
Subtotal - Implementation/Equity Adjustments		192	\$134,851	1.0%	
Extra Duty Stipends			\$25,963		\$545,137
Academics		78	-\$550	-0.1%	
Athletics		70	\$17,213	3.2%	
Extra Curricular		4	\$1,450	0.3%	
Performing Arts		6	\$13,000	2.4%	
UIL		36	-\$5,150	-0.9%	
Hold Harmless Supplement		66	\$45,898	8.4%	
Subtotal - Extra Duty Stipends		260	\$71,861	0.5%	
Total Cost Estimate			\$485,625	3.5%	\$13,820,176

Footnotes:

^{1a} Pay increases were not applied to employees at or above the maximum rate.

^{1c} Pay increases were applied to all employees and itemized separately for employees at or above the maximum rate.

West Oso ISD

Summary of Cost Estimates, 2022-2023

Model 3 - Mixed

	Total Staff	Count of Increases	Cost Increase	Percent of Current Costs	2021-2022 Current Costs
Teachers and Librarians					
\$50,300 starting salary	146		\$142,456		\$7,859,863
^{1c} 1.0% general pay increase (\$550)		146	\$80,525	1.0%	
Adjustments to years 2-21		106	\$61,931	0.8%	
Administrative Professional	40		\$104,389		\$2,843,100
^{1a} 2.0% of pay range midpoint increase		40	\$61,493	2.2%	
Adjustments to 1.0% above pay range minimum		5	\$8,715	0.3%	
Teacher pay equity adjustments		10	\$31,284	1.1%	
Strategic adjustment		4	\$2,897	0.1%	
Clerical Paraprofessional	63		\$54,618		\$1,627,080
^{1c} 2.0% of pay range midpoint increase		61	\$34,592	2.1%	
2.0% increase to employees over range max		2	\$702	0.0%	
Adjustments to 1.0% above pay range minimum		9	\$11,921	0.7%	
Strategic adjustment		25	\$7,403	0.5%	
Auxiliary	46		\$31,771		\$944,996
^{1c} 2.0% of pay range midpoint increase		44	\$19,929	2.1%	
2.0% increase to employees over range max		2	\$1,148	0.1%	
Adjustments to 1.0% above pay range minimum		9	\$5,379	0.6%	
Strategic adjustment		24	\$5,315	0.6%	
Subtotal - General Pay Increase	295	295	\$198,389	1.4%	
Subtotal - Implementation/Equity Adjustments		192	\$134,845	1.0%	
Extra Duty Stipends			\$25,963		\$545,137
Academics		78	-\$550	-0.1%	
Athletics		70	\$17,213	3.2%	
Extra Curricular		4	\$1,450	0.3%	
Performing Arts		6	\$13,000	2.4%	
UIL		36	-\$5,150	-0.9%	
Hold Harmless Supplement		66	\$45,898	8.4%	
Subtotal - Extra Duty Stipends		260	\$71,861	0.5%	
Total Cost Estimate			\$405,095	2.9%	\$13,820,176

Footnotes:

^{1a} Pay increases were not applied to employees at or above the maximum rate.

^{1c} Pay increases were applied to all employees and itemized separately for employees at or above the maximum rate.

PROPOSED PAY STRUCTURES

As discussed in the recommendations, TASB HR Services has recommended adjustments to the district's current pay structures. The following exhibits depict the proposed pay structures, including updated pay rates.

West Oso ISD

2022-2023 New Hire Guide for Teachers and Librarians

Model 1: \$50,300 starting, 1.0% GPI

Years of Experience	New Hire Salary
0	\$50,300
1	\$50,550
2	\$50,750
3	\$50,950
4	\$51,150
5	\$51,350
6	\$51,550
7	\$51,850
8	\$52,250
9	\$52,650
10	\$53,300
11	\$53,800
12	\$54,300
13	\$54,800
14	\$55,300
15	\$55,800
16	\$56,300
17	\$56,800
18	\$57,300
19	\$57,800
20	\$58,300
21+	\$58,800

Continuing Teachers and Librarians will receive an increase of
\$550

The salaries listed above are based on 10-month employment for the 2022-2023 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

\$2,000 Master's Degree - General Stipend
\$2,500 Master's Degree - Subject-Area Stipend

2022-2023 Proposed Administrative Professional Pay Plan

West Oso ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	1.0% GPI	
1			Daily	\$237.62	\$289.78	\$341.94	\$2.90
	Accountant	226	226 Days	53,702	65,490	77,278	655
	Payroll Specialist	226					
2			Daily	\$271.78	\$327.45	\$383.12	\$3.27
	Athletic Trainer	187	187 Days	50,823	61,233	71,643	612
	Coordinator, Special Programs	187	204 Days	55,443	66,800	78,156	668
	Counselor, DAEP	215	215 Days	58,433	70,402	82,371	704
	Counselor, ES	204	226 Days	61,422	74,004	86,585	740
	Counselor, JH	215					
	Director, Food Service	226					
	Instructional Technology Specialist	226					
	Sr Accountant	226					
3			Daily	\$284.62	\$347.10	\$409.58	\$3.47
	Asst Principal, ES	210	192 Days	54,647	66,643	78,639	666
	Asst Principal, JH	210	210 Days	59,770	72,891	86,012	729
	Counselor, HS	220	220 Days	62,616	76,362	90,108	764
	Diagnostician	192	226 Days	64,324	78,445	92,565	784
	Director, Maintenance	261	261 Days	74,286	90,593	106,900	906
	Instructional Facilitator	210, 220					
	Network Administrator	226					
	Speech Pathologist	192					
4			Daily	\$301.70	\$367.93	\$434.16	\$3.68
	Asst Principal, HS	215	207 Days	62,452	76,162	89,871	762
	Coordinator, ECHS	226	215 Days	64,866	79,105	93,344	791
	HS Band Director	207	226 Days	68,184	83,152	98,120	832
5			Daily	\$319.81	\$390.01	\$460.21	\$3.90
	Principal, ES	215, 220	215 Days	68,759	83,852	98,945	839
			220 Days	70,358	85,802	101,246	858
6			Daily	\$343.13	\$413.41	\$483.69	\$4.13
	Personnel Director	226	220 Days	75,489	90,950	106,412	910
	Principal, JH	220	226 Days	77,547	93,431	109,314	934
7			Daily	\$363.71	\$438.21	\$512.71	\$4.38
	Business Manager	226	220 Days	80,016	96,406	112,796	964
	Director, Athletics	220	226 Days	82,198	99,035	115,872	990
	Exec Director, Academics	226					
	Exec Director, SPED	226					
8			Daily	\$390.18	\$464.50	\$538.82	\$4.65
	Asst Supt & Director Testing/Fed Programs/State Assessments	226	226 Days	88,181	104,977	121,773	1,050
	Principal, HS	226					
9			Daily	\$423.25	\$497.94	\$572.63	\$4.98
	Asst Superintendent - Business, Finance, & School Operations	226	226 Days	95,655	112,534	129,414	1,125
	Asst Superintendent - Curriculum & Instruction/HR	226					

2022-2023 Proposed Clerical Paraprofessional Pay Plan

West Oso ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	1.0% GPI	
1			Hourly	\$12.50	\$15.06	\$17.62	\$0.15
	Instructional Aide	183	183 Days	18,300	22,048	25,796	220
	Instructional Aide, ISS	183					
2			Hourly	\$13.25	\$15.96	\$18.67	\$0.16
	Instructional Aide, DAEP	183	183 Days	19,398	23,365	27,333	234
	Instructional Aide, Library	183	194 Days	20,564	24,770	28,976	248
	Instructional Aide, Self Contained	183					
	Instructional Aide, SPED Resource	183					
	Receptionist, ES	183					
	Receptionist, HS	183					
	Receptionist, JH	183					
	Secretary, Counselor JFK	194					
3			Hourly	\$14.31	\$17.24	\$20.17	\$0.17
	Clerk, Attendance ES	194	187 Days	21,408	25,791	30,174	254
	Clerk, Attendance HS	194	194 Days	22,209	26,756	31,304	264
	Clerk, Attendance JH	194	198 Days	22,667	27,308	31,949	269
	CNA/CMA	187	226 Days	25,872	31,170	36,467	307
	Receptionist, Central Office	226					
	Secretary, Counselor HS	194, 198					
	Secretary, Counselor JH	194					
	Secretary, Food Service	226					
4			Hourly	\$16.31	\$19.65	\$22.99	\$0.20
	Secretary, Maintenance	226	220 Days	28,706	34,584	40,462	352
	Secretary, Principal ES	220	226 Days	29,488	35,527	41,566	362
	Secretary, Principal JH	220					
	Secretary, SPED	226					
5			Hourly	\$17.94	\$21.62	\$25.30	\$0.22
	Accounts Payable	226	187 Days	26,838	32,344	37,849	329
	Computer Desktop Tech/Help Desk	226	226 Days	32,436	39,089	45,742	398
	LVN	187					
	Secretary, Principal HS	226					
	Truant Officer	187					
6			Hourly	\$20.09	\$24.21	\$28.33	\$0.24
	Secretary, Asst Superintendent - C&I/HR	226	226 Days	36,323	43,772	51,221	434
7			Hourly	\$23.18	\$27.60	\$32.02	\$0.28
	District Student Records Auditor	226	226 Days	41,909	49,901	57,892	506
	PEIMS Coordinator	226					
	Secretary, Superintendent	226					

2022-2023 Clerical Paraprofessional Placement Scale

West Oso ISD

Placement scales are used to establish a minimum rate for new hires based on job-related experience approved by the district. Current employees may be paid above this placement scale. This scale is for placement of new hires only. Future wage increases are determined annually and are not guaranteed.

Range Position	2022-2023 Job Exp	Pay Grades						
		1	2	3	4	5	6	7
Minimum	0	\$12.50	\$13.25	\$14.31	\$16.31	\$17.94	\$20.09	\$23.18
	1	\$12.63	\$13.39	\$14.46	\$16.48	\$18.12	\$20.30	\$23.41
	2	\$12.75	\$13.52	\$14.60	\$16.64	\$18.30	\$20.50	\$23.63
	3	\$12.87	\$13.65	\$14.74	\$16.80	\$18.48	\$20.70	\$23.85
	4	\$12.99	\$13.78	\$14.88	\$16.96	\$18.66	\$20.90	\$24.07
	5	\$13.11	\$13.91	\$15.02	\$17.12	\$18.84	\$21.10	\$24.29
	6	\$13.23	\$14.04	\$15.16	\$17.28	\$19.02	\$21.30	\$24.51
	7	\$13.35	\$14.17	\$15.30	\$17.44	\$19.20	\$21.50	\$24.73
	8	\$13.47	\$14.30	\$15.44	\$17.60	\$19.38	\$21.70	\$24.95
	9	\$13.59	\$14.43	\$15.58	\$17.76	\$19.56	\$21.90	\$25.17
	10	\$13.71	\$14.56	\$15.72	\$17.92	\$19.74	\$22.10	\$25.39
	11	\$13.83	\$14.69	\$15.86	\$18.08	\$19.92	\$22.30	\$25.61
	12	\$13.95	\$14.82	\$16.00	\$18.24	\$20.10	\$22.50	\$25.83
	13	\$14.07	\$14.95	\$16.14	\$18.40	\$20.28	\$22.70	\$26.05
	14	\$14.19	\$15.08	\$16.28	\$18.56	\$20.46	\$22.90	\$26.27
	15	\$14.31	\$15.21	\$16.42	\$18.72	\$20.64	\$23.10	\$26.49
	16	\$14.43	\$15.34	\$16.56	\$18.88	\$20.82	\$23.30	\$26.71
	17	\$14.55	\$15.47	\$16.70	\$19.04	\$21.00	\$23.50	\$26.93
	18	\$14.67	\$15.60	\$16.84	\$19.20	\$21.18	\$23.70	\$27.15
	19	\$14.79	\$15.73	\$16.98	\$19.36	\$21.36	\$23.90	\$27.37
Midpoint	20	\$15.06	\$15.96	\$17.24	\$19.65	\$21.62	\$24.21	\$27.60
Maximum		\$17.62	\$18.67	\$20.17	\$22.99	\$25.30	\$28.33	\$32.02

2022-2023 Proposed Auxiliary Pay Plan

West Oso ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	1.0% GPI	
1			Hourly	\$11.00	\$13.25	\$15.50	\$0.13
	Bus Aide	179	179 Days	15,752	18,974	22,196	186
	Custodian	261	261 Days	22,968	27,666	32,364	271
	Food Service Worker	179					
	Snack Bar	179					
2			Hourly	\$11.66	\$14.05	\$16.44	\$0.14
	Custodian, Lead HS	261	179 Days	16,697	20,120	23,542	200
	Custodian, Lead JH	261	202 Days	18,843	22,705	26,567	226
	Food Service - Snack Bar Manager	179	261 Days	24,346	29,336	34,327	292
	Food Service - Truck Driver	202					
	Food Service, Baker/Cook	179					
	Groundskeeper	261					
	Groundskeeper/Plumber	261					
3			Hourly	\$14.28	\$17.21	\$20.14	\$0.17
	Manager, Cafeteria ES	185	185 Days	21,134	25,471	29,807	252
	Manager, Cafeteria HS	185					
	Manager, Cafeteria JH	185					
4			Hourly	\$16.28	\$19.62	\$22.96	\$0.20
	General Maintenance	261	261 Days	33,993	40,967	47,940	418
5			Hourly	\$19.87	\$23.94	\$28.01	\$0.24
	Carpenter	261	261 Days	41,489	49,987	58,485	501
	Certified Diesel Bus & Vehicle Mechanic	261					
	HVAC Mechanic/Electrician	261					
	Locksmith	261					
	Vehicle Mechanic	261					
6			Hourly	\$21.31	\$25.37	\$29.43	\$0.25
	Food Service - Supervisor	261	261 Days	44,495	52,973	61,450	522
	Maintenance/Transportation Supervisor	261					
BD			Hourly	\$19.00	\$23.00	\$27.00	\$0.23
	Bus Driver	179	179 Days	27,208	32,936	38,664	329

West Oso ISD

2022-2023 New Hire Guide for Teachers and Librarians

Model 2: \$50,800 starting, 2.0% GPI

Years of Experience	New Hire Salary
0	\$50,800
1	\$51,100
2	\$51,300
3	\$51,500
4	\$51,700
5	\$51,900
6	\$52,100
7	\$52,400
8	\$52,800
9	\$53,200
10	\$53,850
11	\$54,350
12	\$54,850
13	\$55,350
14	\$55,850
15	\$56,350
16	\$56,850
17	\$57,350
18	\$57,850
19	\$58,350
20	\$58,850
21+	\$59,350

Continuing Teachers and Librarians will receive an increase of
\$1,100

The salaries listed above are based on 10-month employment for the 2022-2023 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

\$2,000 Master's Degree - General Stipend
\$2,500 Master's Degree - Subject-Area Stipend

2022-2023 Proposed Administrative Professional Pay Plan

West Oso ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% GPI	
1			Daily	\$237.62	\$289.78	\$341.94	\$5.80
	Accountant	226	226 Days	53,702	65,490	77,278	1,310
	Payroll Specialist	226					
2			Daily	\$271.78	\$327.45	\$383.12	\$6.55
	Athletic Trainer	187	187 Days	50,823	61,233	71,643	1,225
	Coordinator, Special Programs	187	204 Days	55,443	66,800	78,156	1,336
	Counselor, DAEP	215	215 Days	58,433	70,402	82,371	1,408
	Counselor, ES	204	226 Days	61,422	74,004	86,585	1,480
	Counselor, JH	215					
	Director, Food Service	226					
	Instructional Technology Specialist	226					
	Sr Accountant	226					
3			Daily	\$284.62	\$347.10	\$409.58	\$6.94
	Asst Principal, ES	210	192 Days	54,647	66,643	78,639	1,333
	Asst Principal, JH	210	210 Days	59,770	72,891	86,012	1,458
	Counselor, HS	220	220 Days	62,616	76,362	90,108	1,527
	Diagnostician	192	226 Days	64,324	78,445	92,565	1,569
	Director, Maintenance	261	261 Days	74,286	90,593	106,900	1,812
	Instructional Facilitator	210, 220					
	Network Administrator	226					
	Speech Pathologist	192					
4			Daily	\$301.70	\$367.93	\$434.16	\$7.36
	Asst Principal, HS	215	207 Days	62,452	76,162	89,871	1,523
	Coordinator, ECHS	226	215 Days	64,866	79,105	93,344	1,582
	HS Band Director	207	226 Days	68,184	83,152	98,120	1,663
5			Daily	\$319.81	\$390.01	\$460.21	\$7.80
	Principal, ES	215, 220	215 Days	68,759	83,852	98,945	1,677
			220 Days	70,358	85,802	101,246	1,716
6			Daily	\$343.13	\$413.41	\$483.69	\$8.27
	Personnel Director	226	220 Days	75,489	90,950	106,412	1,819
	Principal, JH	220	226 Days	77,547	93,431	109,314	1,869
7			Daily	\$363.71	\$438.21	\$512.71	\$8.76
	Business Manager	226	220 Days	80,016	96,406	112,796	1,928
	Director, Athletics	220	226 Days	82,198	99,035	115,872	1,981
	Exec Director, Academics	226					
	Exec Director, SPED	226					
8			Daily	\$390.18	\$464.50	\$538.82	\$9.29
	Asst Supt & Director Testing/Fed Programs/State Assessments	226	226 Days	88,181	104,977	121,773	2,100
	Principal, HS	226					
9			Daily	\$423.25	\$497.94	\$572.63	\$9.96
	Asst Superintendent - Business, Finance, & School Operations	226	226 Days	95,655	112,534	129,414	2,251
	Asst Superintendent - Curriculum & Instruction/HR	226					

2022-2023 Proposed Clerical Paraprofessional Pay Plan

West Oso ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% GPI	
1			Hourly	\$12.50	\$15.06	\$17.62	\$0.30
	Instructional Aide	183	183 Days	18,300	22,048	25,796	439
	Instructional Aide, ISS	183					
2			Hourly	\$13.25	\$15.96	\$18.67	\$0.32
	Instructional Aide, DAEP	183	183 Days	19,398	23,365	27,333	468
	Instructional Aide, Library	183	194 Days	20,564	24,770	28,976	497
	Instructional Aide, Self Contained	183					
	Instructional Aide, SPED Resource	183					
	Receptionist, ES	183					
	Receptionist, HS	183					
	Receptionist, JH	183					
	Secretary, Counselor JFK	194					
3			Hourly	\$14.31	\$17.24	\$20.17	\$0.34
	Clerk, Attendance ES	194	187 Days	21,408	25,791	30,174	509
	Clerk, Attendance HS	194	194 Days	22,209	26,756	31,304	528
	Clerk, Attendance JH	194	198 Days	22,667	27,308	31,949	539
	CNA/CMA	187	226 Days	25,872	31,170	36,467	615
	Receptionist, Central Office	226					
	Secretary, Counselor HS	194, 198					
	Secretary, Counselor JH	194					
	Secretary, Food Service	226					
4			Hourly	\$16.31	\$19.65	\$22.99	\$0.39
	Secretary, Maintenance	226	220 Days	28,706	34,584	40,462	686
	Secretary, Principal ES	220	226 Days	29,488	35,527	41,566	705
	Secretary, Principal JH	220					
	Secretary, SPED	226					
5			Hourly	\$17.94	\$21.62	\$25.30	\$0.43
	Accounts Payable	226	187 Days	26,838	32,344	37,849	643
	Computer Desktop Tech/Help Desk	226	226 Days	32,436	39,089	45,742	777
	LVN	187					
	Secretary, Principal HS	226					
	Truant Officer	187					
6			Hourly	\$20.09	\$24.21	\$28.33	\$0.48
	Secretary, Asst Superintendent - C&I/HR	226	226 Days	36,323	43,772	51,221	868
7			Hourly	\$23.18	\$27.60	\$32.02	\$0.55
	District Student Records Auditor	226	226 Days	41,909	49,901	57,892	994
	PEIMS Coordinator	226					
	Secretary, Superintendent	226					

2022-2023 Clerical Paraprofessional Placement Scale

West Oso ISD

Placement scales are used to establish a minimum rate for new hires based on job-related experience approved by the district. Current employees may be paid above this placement scale. This scale is for placement of new hires only. Future wage increases are determined annually and are not guaranteed.

Range Position	2022-2023 Job Exp	Pay Grades						
		1	2	3	4	5	6	7
Minimum	0	\$12.50	\$13.25	\$14.31	\$16.31	\$17.94	\$20.09	\$23.18
	1	\$12.63	\$13.39	\$14.46	\$16.48	\$18.12	\$20.30	\$23.41
	2	\$12.75	\$13.52	\$14.60	\$16.64	\$18.30	\$20.50	\$23.63
	3	\$12.87	\$13.65	\$14.74	\$16.80	\$18.48	\$20.70	\$23.85
	4	\$12.99	\$13.78	\$14.88	\$16.96	\$18.66	\$20.90	\$24.07
	5	\$13.11	\$13.91	\$15.02	\$17.12	\$18.84	\$21.10	\$24.29
	6	\$13.23	\$14.04	\$15.16	\$17.28	\$19.02	\$21.30	\$24.51
	7	\$13.35	\$14.17	\$15.30	\$17.44	\$19.20	\$21.50	\$24.73
	8	\$13.47	\$14.30	\$15.44	\$17.60	\$19.38	\$21.70	\$24.95
	9	\$13.59	\$14.43	\$15.58	\$17.76	\$19.56	\$21.90	\$25.17
	10	\$13.71	\$14.56	\$15.72	\$17.92	\$19.74	\$22.10	\$25.39
	11	\$13.83	\$14.69	\$15.86	\$18.08	\$19.92	\$22.30	\$25.61
	12	\$13.95	\$14.82	\$16.00	\$18.24	\$20.10	\$22.50	\$25.83
	13	\$14.07	\$14.95	\$16.14	\$18.40	\$20.28	\$22.70	\$26.05
	14	\$14.19	\$15.08	\$16.28	\$18.56	\$20.46	\$22.90	\$26.27
	15	\$14.31	\$15.21	\$16.42	\$18.72	\$20.64	\$23.10	\$26.49
	16	\$14.43	\$15.34	\$16.56	\$18.88	\$20.82	\$23.30	\$26.71
	17	\$14.55	\$15.47	\$16.70	\$19.04	\$21.00	\$23.50	\$26.93
	18	\$14.67	\$15.60	\$16.84	\$19.20	\$21.18	\$23.70	\$27.15
	19	\$14.79	\$15.73	\$16.98	\$19.36	\$21.36	\$23.90	\$27.37
Midpoint	20	\$15.06	\$15.96	\$17.24	\$19.65	\$21.62	\$24.21	\$27.60
Maximum		\$17.62	\$18.67	\$20.17	\$22.99	\$25.30	\$28.33	\$32.02

2022-2023 Proposed Auxiliary Pay Plan

West Oso ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% GPI	
1			Hourly	\$11.00	\$13.25	\$15.50	\$0.27
	Bus Aide	179	179 Days	15,752	18,974	22,196	387
	Custodian	261	261 Days	22,968	27,666	32,364	564
	Food Service Worker	179					
	Snack Bar	179					
2			Hourly	\$11.66	\$14.05	\$16.44	\$0.28
	Custodian, Lead HS	261	179 Days	16,697	20,120	23,542	401
	Custodian, Lead JH	261	202 Days	18,843	22,705	26,567	452
	Food Service - Snack Bar Manager	179	261 Days	24,346	29,336	34,327	585
	Food Service - Truck Driver	202					
	Food Service, Baker/Cook	179					
	Groundskeeper	261					
	Groundskeeper/Plumber	261					
3			Hourly	\$14.28	\$17.21	\$20.14	\$0.34
	Manager, Cafeteria ES	185	185 Days	21,134	25,471	29,807	503
	Manager, Cafeteria HS	185					
	Manager, Cafeteria JH	185					
4			Hourly	\$16.28	\$19.62	\$22.96	\$0.39
	General Maintenance	261	261 Days	33,993	40,967	47,940	814
5			Hourly	\$19.87	\$23.94	\$28.01	\$0.48
	Carpenter	261	261 Days	41,489	49,987	58,485	1,002
	Certified Diesel Bus & Vehicle Mechanic	261					
	HVAC Mechanic/Electrician	261					
	Locksmith	261					
	Vehicle Mechanic	261					
6			Hourly	\$21.31	\$25.37	\$29.43	\$0.51
	Food Service - Supervisor	261	261 Days	44,495	52,973	61,450	1,065
	Maintenance/Transportation Supervisor	261					
BD			Hourly	\$19.00	\$23.00	\$27.00	\$0.46
	Bus Driver	179	179 Days	27,208	32,936	38,664	659

2022-2023 Proposed Extra Duty Stipends

West Oso ISD

Category	Assignment	Level	Count of Stipends	Average	Proposed Stipend
				Total Value	
Academics					
	Doctorate	District	2	2,500	2,500
	Master's Degree	District	29	2,000	1,000
	Teacher Mentor	District	1	300	500
	Bilingual Teacher	ES	7	2,500	3,500
	Department Chair - SPED	ES	2	1,500	1,000
	Grade Chair	ES	7	1,500	1,000
	Student Council	ES	1	500	1,000
	Technology Facilitator	ES	2	1,500	1,000
	Department Chair - ELAR/Reading	JH	1	1,500	1,250
	Department Chair - Electives	JH	1	1,500	1,250
	Department Chair - ESL	JH	1	1,000	1,250
	Department Chair - Math	JH	1	1,500	1,250
	Department Chair - Science	JH	1	1,500	1,250
	Department Chair - Social Studies	JH	1	1,500	1,250
	Department Chair - SPED	JH	1	1,500	1,250
	Secondary Math	JH	3	2,000	4,000
	Secondary Science	JH	4	2,000	4,000
	Student Council	JH	1	300	1,000
	Technology Facilitator	JH	1	1,000	1,000
	Yearbook Sponsor	JH	1	1,000	1,500
	Class Sponsor - 10th	HS	1	500	500
	Class Sponsor - 11th	HS	1	500	500
	Class Sponsor - 12th	HS	1	500	500
	Class Sponsor - 9th	HS	1	500	500
	Department Chair - CTE	HS	1	1,500	1,500
	Department Chair - Electives	HS	1	1,500	1,500
	Department Chair - English	HS	1	1,500	1,500
	Department Chair - ESL	HS	1	1,000	1,500
	Department Chair - Math	HS	1	1,500	1,500
	Department Chair - Science	HS	1	1,500	1,500
	Department Chair - Social Studies	HS	1	1,500	1,500
	Department Chair - Special Ed	HS	1	1,500	1,500
	JROTC	HS	2	1,500	1,500
	Rotary Sponsor	HS	1	1,500	1,500
	Secondary Math	HS	6	3,000	4,000
	Secondary Science	HS	6	3,000	4,000
	Student Council	HS	1	1,000	1,000
	Technology Facilitator	HS	1	1,000	1,000

2022-2023 Proposed Extra Duty Stipends

West Oso ISD

Category	Assignment	Level	Count of Stipends	Average	Proposed Stipend
				Total Value	
Athletics					
	Athletic Coordinator	JH	2	2,750	5,000
	Baseball	JH	2	2,917	2,500
	Basketball	JH	7	3,071	2,500
	Cross Country	JH	1	3,166	2,500
	Football - Asst	JH	3	4,333	6,000
	Track	JH	7	3,333	2,500
	Volleyball	JH	5	4,100	2,500
	Athletic Coordinator	HS	2	3,166	5,000
	Athletic Trainer - Head	HS	1	10,500	10,500
	Baseball - Asst	HS	1	3,500	3,500
	Baseball - Head	HS	1	5,000	6,000
	Basketball - Asst	HS	7	4,333	3,500
	Basketball - Head	HS	2	5,583	6,000
	Cross Country - Head	HS	2	4,500	5,000
	Football - Asst	HS	9	4,833	6,000
	Football - Head	HS	1	6,666	12,000
	Football - Off/Def Coordinator	HS	2	6,000	7,500
	Golf - Head	HS	2	3,250	5,000
	Powerlifting - Head	HS	2	3,500	4,000
	Soccer	HS	1	800	5,500
	Softball - Asst	HS	1	3,500	3,500
	Softball - Head	HS	1	5,000	6,000
	Tennis - Asst (fall)	HS	1	3,500	1,750
	Tennis - Asst (spring)	HS	1	3,166	1,750
	Tennis - Head	HS	1	5,000	6,000
	Track - Asst	HS	5	3,233	3,000
	Track - Head	HS	2	4,833	5,000
	Volleyball - Asst	HS	3	4,389	4,000
	Volleyball - Head	HS	1	5,000	6,500

2022-2023 Proposed Extra Duty Stipends

West Oso ISD

Category	Assignment	Level	Count of Stipends	Average	Proposed Stipend
				Total Value	
Extra Curricular					
	Science Fair	ES	2	500	500
	National Junior Honor Society	JH	1	500	500
	Art Club	HS	1	500	500
	Business Professional of America	HS	1	500	500
	Flag Corp	HS	1	1,250	2,500
	National Art Society	HS	1	500	500
	National Honor Society	HS	1	800	1,000
	Robotics - 1st Tech Challenge	HS	1	2,000	1,500
	Science Fair - First Tech Challenge	HS	1	2,000	2,000
	Spanish Club	HS	1	500	500
	Vita	HS	1	500	500
	Yearbook Sponsor	HS	1	1,000	1,500
Performing Arts					
	Band - Asst Director	JH	1	5,000	7,000
	Band - Director	JH	1	5,500	10,000
	Cheerleading	JH	1	2,000	2,000
	Choir - Director	JH	1	750	4,000
	Band - Director	HS	1	9,500	10,000
	Cheerleading - Varsity	HS	1	3,000	3,500
	Drill & Dance Team	HS	1	1,250	3,500
	Theatre - One Act Play	HS	1	1,000	1,500
UIL					
	UIL Campus Coach	ES	19	500	300
	UIL Campus Coordinator	ES	2	500	500
	UIL Campus Coach	JH	16	500	400
	UIL Campus Coordinator	JH	1	500	750
	UIL Campus Coach	HS	1	500	500
	UIL Campus Coordinator	HS	1	500	1,000

DETAILED MARKET COMPARISON TABLES

West Oso ISD

Teacher Salary Plan Comparisons, 2021-2022

	District	Student Enrollment	Number of Teachers	0-Year Salary	5-Year Salary	10-Year Salary	15-Year Salary	20-Year Salary	Average Teacher Salary	Max Yrs Credit	Last % Increase
1	Gregory-Portland ISD	4,724	314	\$58,000	\$60,273	\$62,979	\$65,216	\$66,338	\$62,913	30	3.0%
2	Corpus Christi ISD	34,422	2,145	\$51,750	\$52,855	\$55,156	\$57,518	\$59,818	\$56,236	20	3.0%
3	Sinton ISD	2,041	154	\$50,700	\$51,700	\$53,700	\$57,400	\$60,900	\$55,485	20	4.0%
4	Ingleside ISD	2,052	140	\$50,000	\$52,447	\$58,177	\$62,193	\$65,521	\$61,504	26	3.0%
5	Calallen ISD	3,945	292	\$50,000	\$51,528	\$52,128	\$54,028	\$58,978	\$54,887	30	3.0%
6	Beeville ISD	3,006	199	\$49,200	\$50,501	\$53,180	\$55,580	\$60,120	\$53,554	25	2.0%
7	Flour Bluff ISD	5,526	357	\$47,000	\$49,450	\$53,100	\$55,400	\$57,900	\$54,586	20	2.3%
8	Kingsville ISD	2,667	199	\$47,000	\$48,500	\$50,500	\$54,000	\$57,410	\$52,822	25	4.6%
9	Aransas Pass ISD	1,639	111	\$46,294	\$47,639	\$51,426	\$56,772	\$61,821	\$54,692	26	1.0%
10	Tuloso-Midway ISD	3,837	292	\$46,200	\$47,930	\$50,395	\$54,045	\$58,445	\$53,280	45	0.0%
11	London ISD**	1,279	84	\$45,500	\$47,600	\$50,100	\$53,325	\$57,719		25	
12	Bishop CISD**	1,554	110	\$45,350	\$47,950	\$51,050	\$55,850	\$60,550		29	
13	Mathis ISD	1,377	119	\$44,660	\$47,960	\$52,285	\$54,710	\$56,710	\$55,110	25	0.0%
14	Robstown ISD**	2,601	176	\$41,613	\$42,713	\$44,683	\$51,043	\$56,558		28	
West Oso ISD		1,975	145	\$50,000	\$50,600	\$52,950	\$54,460	\$56,415	\$53,004	21	

25th Percentile	\$45,675	\$47,935	\$50,638	\$54,032	\$57,764	\$54,070	25	1.5%
Median	\$47,000	\$48,975	\$52,207	\$55,490	\$59,398	\$54,887	26	3.0%
75th Percentile	\$50,000	\$51,657	\$53,570	\$57,243	\$60,813	\$55,861	29	3.0%

Comparison to Median	106%	103%	101%	98%	95%	97%
<i>Dollar Difference</i>	<i>\$3,000</i>	<i>\$1,625</i>	<i>\$744</i>	<i>(\$1,030)</i>	<i>(\$2,983)</i>	<i>(\$1,883)</i>

Footnotes:

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

West Oso ISD

Teacher Stipend Comparisons, 2021-2022

District		Student Enrollment	Master's Degree - General	Master's Degree - Subject-Area	Secondary Math	Secondary Science	Special Education General/Resource	Special Education Self-Contained	Bilingual	ESL General	ESL Dual Language	National Board Certification	Campus Assignment
1	Aransas Pass ISD	1,639			\$2,000	\$2,000		\$2,400					\$2,000
2	Beeville ISD	3,006	\$500	\$1,000	\$7,000	\$4,000	\$3,500	\$3,500	\$100	\$100	\$100		\$12,000
3	Calallen ISD	3,945		\$1,000	\$1,000	\$1,000		\$750		\$500			
4	Corpus Christi ISD	34,422	\$1,000		\$2,500	\$2,500	\$1,000	\$2,500	\$2,500	\$1,000		\$1,500	
5	Flour Bluff ISD	5,526											
6	Gregory-Portland ISD	4,724	\$1,000				\$2,500	\$2,500	\$5,000				\$2,000
7	Ingleside ISD	2,052	\$1,000		\$5,000	\$5,000			\$5,000	\$1,500			
8	Kingsville ISD	2,667	\$1,000	\$3,000	\$4,000	\$4,000	\$2,000	\$2,000		\$750			
9	Mathis ISD	1,377	\$1,000										
10	Sinton ISD	2,041	\$1,500		\$4,000	\$4,000							
11	Tuloso-Midway ISD	3,837	\$1,000						\$3,500				
West Oso ISD		1,975	\$2,000	\$2,500	\$2,000	\$2,000			\$2,500				
Median Stipend			\$1,000	\$1,000	\$4,000	\$4,000	\$2,250	\$2,450	\$3,500	\$750	\$100	\$1,500	\$2,000
Average Stipend			\$1,000	\$1,667	\$3,643	\$3,214	\$2,250	\$2,275	\$3,220	\$770	\$100	\$1,500	\$5,333
Count			8	3	7	7	4	6	5	5	1	1	3
<i>Dollar Difference from Median</i>			<i>\$1,000</i>	<i>\$1,500</i>	<i>(\$2,000)</i>	<i>(\$2,000)</i>			<i>(\$1,000)</i>				

Footnotes:

Special Education General/Resource:

Corpus Christi ISD - If hired before 9/1/2012

Special Education Self-Contained:

Aransas Pass ISD - Life Skills

Calallen ISD - Depends on amount of periods in the unit

West Oso ISD

Teacher Incentive Comparisons, 2021-2022

District	Student Enrollment	Dept Chair/ Grade Leader HS	Dept Chair/ Grade Leader MS	Dept Chair/ Grade Leader ES	Mentor Teacher	Foreign Language	Signing Bonus	Other Incentive
1 Aransas Pass ISD	1,639	\$500	\$500	\$500	\$500	\$2,000		
2 Beeville ISD	3,006	\$600	\$600	\$400	\$500	\$2,000	\$5,000	
3 Calallen ISD	3,945	\$1,800	\$1,800		\$400			
4 Corpus Christi ISD	34,422	\$1,875	\$1,875	\$1,875				
5 Flour Bluff ISD	5,526	\$2,000	\$1,500	\$800				
6 Gregory-Portland ISD	4,724	\$1,500	\$1,250	\$1,000	\$500			
7 Ingleside ISD	2,052					\$3,000		\$1,000
8 Kingsville ISD	2,667	\$1,200	\$750	\$750				
9 Mathis ISD	1,377							
10 Sinton ISD	2,041	\$1,000	\$1,000	\$1,000				
11 Tuloso-Midway ISD	3,837	\$1,000	\$1,000	\$1,000	\$500		\$7,500	

West Oso ISD		\$1,500	\$1,500	\$1,500	\$300			
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Median Stipend		\$1,200	\$1,000	\$900	\$500	\$2,000	\$6,250	\$1,000
Average Stipend		\$1,275	\$1,142	\$916	\$480	\$2,333	\$6,250	\$1,000
Count		9	9	8	5	3	2	1

Dollar Difference from Median		\$300	\$500	\$600	(\$200)			
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Footnotes:

Other Incentives:

Beeville ISD - Do not offer this stipend

Ingleside ISD - doctorate

West Oso ISD

Market Comparisons, 2021-2022

Positions Sorted by Benchmark Position

Central Administration

	Benchmark Position	District Job Title	Diff in Days	Note	Districts Reporting	2021-2022 Market Salary	2021-2022 District Salary	2021-2022 District Salary Compared to Market	2021-2022 District Pay Range Midpoint	2021-2022 Pay Range Midpoint Compared to Market
1	Director of Athletics (Non-Coaching)	Director, Athletics	-6	S	16	\$96,698	\$88,400	91%	\$82,531	85%
2	Director of Child Nutrition	Director, Food Service	-1	M	5	\$79,548	\$57,732	73%	\$65,490	82%
3	Director of Curriculum/Instruction	Exec Director, Academics	0	M	7	\$87,166	\$86,551	99%	\$97,499	112%
4	Director of Finance/Business Manager	Business Manager	0	M	7	\$95,048	\$101,062	106%	\$105,142	111%
5	Director of Human Resources	Personnel Director	0	M	5	\$87,731	\$90,470	103%	\$84,782	97%
6	Director of Maintenance	Director, Maintenance	13	M	6	\$86,766	\$84,678	98%	\$84,178	97%
7	Director of Special Education	Exec Director, SPED	0	M	10	\$91,375	\$99,255	109%	\$97,499	107%
8	Federal Programs Administrator	Asst Supt Testing/Fed Prog/ Assessments	0	M	4	\$97,948	\$98,586	101%	\$97,499	100%
District Comparison to Market								2021-2022 Pay	98%	Plan
										99%

Notes

M Market salary is median of reporting comparison districts

S Market salary is median of statewide responses for student enrollment of 1,600 to 2,999

Summary of Pay Comparisons to Market	Above (Over 110%)	-
	At market (90% - 110%)	7
	Below (Less than 90%)	1

West Oso ISD

Market Comparisons, 2021-2022

Positions Sorted by Benchmark Position

Campus Administration

	Benchmark Position	District Job Title	Diff in Days	Note	Districts Reporting	2021-2022 Market Salary	2021-2022 District Salary	2021-2022 District Salary Compared to Market	2021-2022 District Pay Range Midpoint	2021-2022 Pay Range Midpoint Compared to Market
1	Assistant Principal - ES	Asst Principal, ES	2	M	11	\$69,604	\$64,208	92%	\$67,729	97%
2	Assistant Principal - HS	Asst Principal, HS	3	M	11	\$74,627	\$63,169	85%	\$73,156	98%
3	Assistant Principal - MS	Asst Principal, JH	0	M	11	\$70,500	\$66,472	94%	\$67,729	96%
4	Principal - ES	Principal, ES	0	M	11	\$84,396	\$77,150	91%	\$76,815	91%
5	Principal - HS	Principal, HS	0	M	11	\$102,063	\$104,623	103%	\$97,499	96%
6	Principal - MS	Principal, JH	0	M	11	\$90,423	\$86,862	96%	\$82,531	91%
District Comparison to Market							2021-2022 Pay	94%	Plan	95%

Notes

M Market salary is median of reporting comparison districts

Summary of Pay Comparisons to Market	Above (Over 110%)	-
	At market (90% - 110%)	5
	Below (Less than 90%)	1

West Oso ISD

Market Comparisons, 2021-2022

Positions Sorted by Benchmark Position

Professional

	Benchmark Position	District Job Title	Diff in Days	Note	Districts Reporting	2021-2022 Market Salary	2021-2022 District Salary	2021-2022 District Salary Compared to Market	2021-2022 District Pay Range Midpoint	2021-2022 Pay Range Midpoint Compared to Market
1	Accountant (Degreed)	Sr Accountant	0	C	5	\$71,163	\$63,057	89%	\$65,490	92%
2	Athletic Trainer	Athletic Trainer	-15	M	11	\$60,100	\$58,700	98%	\$62,028	103%
3	Diagnostician	Diagnostician	-7	M	9	\$64,465	\$63,396	98%	\$61,924	96%
4	District PEIMS Specialist	PEIMS Coordinator	0	M	7	\$27.05	\$22.50	83%	\$36.22	134%
5	Head Football Coach	Teacher, High School/Head FB	-30	S	17	\$78,247	\$66,639	85%	\$61,528	79%
6	High School Band Director	HS Band Director	0	M	11	\$73,818	\$74,400	101%	\$64,752	88%
7	Instructional Coach (Campus Level)	Instructional Facilitator	-3	M	4	\$69,801	\$78,624	113%	\$64,199	92%
8	Instructional Coordinator	Instructional Coordinator	2	M	4	\$76,059	\$81,347	107%	\$70,954	93%
9	Instructional Technology Specialist	Instructional Technology Specialist	2	M	4	\$72,733	\$64,677	89%	\$69,090	95%
10	Librarian	Librarian	3	M	8	\$61,800	\$57,982	94%	\$56,390	91%
11	Network Administrator	Network Administrator	-1	C	8	\$66,463	\$80,583	121%	\$80,745	121%
12	Payroll Supervisor	Payroll Specialist	0	C	3	\$32.85	\$33.67	102%	\$36.22	110%
13	ROTC Instructor	JROTC	-5	M	5	\$74,870	\$90,946	121%	\$59,252	79%
14	School Counselor - ES	Counselor, ES	0	M	9	\$65,290	\$61,780	95%	\$59,115	91%
15	School Counselor - HS	Counselor, HS	10	M	10	\$69,436	\$61,458	89%	\$67,256	97%
16	School Counselor - MS	Counselor, JH	9	M	10	\$63,069	\$51,422	82%	\$65,728	104%
17	Speech-Language Pathologist	Speech Pathologist	-3	C	8	\$65,092	\$56,923	87%	\$61,924	95%
District Comparison to Market							2021-2022 Pay	97%	Plan	98%

West Oso ISD

Market Comparisons, 2021-2022

Positions Sorted by Benchmark Position

Professional

Benchmark Position	District Job Title	Diff in Days	Note	Districts Reporting	2021-2022 Market Salary	2021-2022 District Salary	2021-2022 District Salary Compared to Market	2021-2022 District Pay Range Midpoint	2021-2022 Pay Range Midpoint Compared to Market
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Notes

- M** Market salary is median of reporting comparison districts
- C** Market salary is average of non-school and school markets
- S** Market salary is median of statewide responses for student enrollment of 1,600 to 2,999

Summary of Pay Comparisons to Market	Above (Over 110%)	3
	At market (90% - 110%)	7
	Below (Less than 90%)	7

Benchmark Position	Market Days	District Days	Annual Rate Compared to Market	Daily Rate Compared to Market
Athletic Trainer	202	187	98%	106%
Diagnostician	199	192	98%	102%
School Counselor - HS	210	220	89%	84%
School Counselor - MS	206	215	82%	78%

West Oso ISD

Market Comparisons, 2021-2022

Positions Sorted by Benchmark Position

Clerical & Technical

	Benchmark Position	District Job Title	Note	Districts Reporting	2021-2022 Market Rate	2021-2022 District Rate	2021-2022 District Rate Compared to Market	2021-2022 District Pay Range Midpoint	2021-2022 Pay Range Midpoint Compared to Market
1	Accounts Payable Clerk	Accounts Payable	C	11	\$20.69	\$20.12	97%	\$20.30	98%
2	Campus Attendance/PEIMS Data Clerk - ES	Clerk, Attendance ES	M	11	\$16.65	\$15.99	96%	\$15.25	92%
3	Campus Attendance/PEIMS Data Clerk - HS	Clerk, Attendance HS	M	11	\$17.68	\$14.77	84%	\$17.10	97%
4	Campus Attendance/PEIMS Data Clerk - MS	Clerk, Attendance JH	M	11	\$16.50	\$15.61	95%	\$15.25	92%
5	Campus Secretary	Secretary, Counselor JH/HS	M	6	\$16.88	\$15.45	92%	\$17.10	101%
6	Director Secretary	Secretary, Maintenance/SPED	M	10	\$19.75	\$19.76	100%	\$19.15	97%
7	District PEIMS Specialist	PEIMS Coordinator	M	7	\$27.05	\$22.50	83%	\$24.43	90%
8	Executive Administrative Secretary	Secretary, Asst Superintendent - C&I/HR	M	6	\$25.26	\$22.59	89%	\$21.52	85%
9	Help Desk Technician	Computer Desktop Tech/Help Desk	C	3	\$21.55	\$16.96	79%	\$17.10	79%
10	Principal Secretary - ES	Secretary, Principal ES	M	11	\$20.00	\$17.49	87%	\$17.10	86%
11	Principal Secretary - HS	Secretary, Principal HS	M	11	\$19.64	\$17.96	91%	\$20.30	103%
12	Principal Secretary - MS	Secretary, Principal JH	M	11	\$20.04	\$15.77	79%	\$17.10	85%
13	Receptionist	Receptionist (Various CP2)	NS		\$15.04	\$14.65	97%	\$15.25	101%
14	Receptionist - Central Office	Receptionist, Central Office	M	9	\$17.50	\$15.66	89%	\$15.25	87%
15	Superintendent Secretary	Secretary, Superintendent	M	11	\$31.41	\$25.21	80%	\$24.43	78%
District Comparison to Market					2021-2022 Pay		89%	Plan	91%

Notes

- M** Market salary is median of reporting comparison districts
C Market salary is average of non-school and school markets
NS Market salary is median value of non-school market

Summary of Pay Comparisons to Market	Above (Over 110%)	-
	At market (90% - 110%)	7
	Below (Less than 90%)	8

West Oso ISD

Market Minimum Comparisons, 2021-2022

Positions Sorted by Benchmark Position

Clerical & Technical
Pay Range Minimums

	Benchmark Position	District Job Title	Note	Districts Reporting	2021-2022 Market Rate Minimum	2021-2022 District Rate Minimum	2021-2022 District Minimum Compared to Market
1	Accounts Payable Clerk	Accounts Payable	M	7	\$18.18	\$17.15	94%
2	Campus Attendance/PEIMS Data Clerk - ES	Clerk, Attendance ES	M	7	\$13.00	\$12.57	97%
3	Campus Attendance/PEIMS Data Clerk - HS	Clerk, Attendance HS	M	7	\$14.48	\$14.27	99%
4	Campus Attendance/PEIMS Data Clerk - MS	Clerk, Attendance JH	M	7	\$13.00	\$12.57	97%
5	Campus Secretary	Secretary, Counselor JH/HS	M	4	\$14.00	\$14.27	102%
6	Director Secretary	Secretary, Maintenance/SPED	M	7	\$17.40	\$16.18	93%
7	District PEIMS Specialist	PEIMS Coordinator	M	6	\$23.43	\$21.12	90%
8	Executive Administrative Secretary	Secretary, Asst Superintendent - C&I/HR	M	6	\$20.33	\$18.38	90%
9	Principal Secretary - ES	Secretary, Principal ES	M	7	\$17.00	\$14.27	84%
10	Principal Secretary - HS	Secretary, Principal HS	M	7	\$17.40	\$17.15	99%
11	Principal Secretary - MS	Secretary, Principal JH	M	7	\$17.00	\$14.27	84%
12	Receptionist - Central Office	Receptionist, Central Office	M	6	\$14.88	\$12.57	85%
13	Superintendent Secretary	Secretary, Superintendent	M	7	\$25.27	\$21.12	84%
District Comparison to Market							Plan
							92%

Notes

M Market minimum is median of reporting comparison districts

Summary of Minimum Comparisons to Market	Above (Over 110%)	-
	At market (90% - 110%)	9
	Below (Less than 90%)	4

West Oso ISD

Market Comparisons, 2021-2022

Positions Sorted by Benchmark Position

Instructional Support

	Benchmark Position	District Job Title	Note	Districts Reporting	2021-2022 Market Rate	2021-2022 District Rate	2021-2022 District Rate Compared to Market	2021-2022 District Pay Range Midpoint	2021-2022 Pay Range Midpoint Compared to Market
1	Certified Nursing Assistant	CNA/CMA	NS		\$14.57	\$16.51	113%	\$17.10	117%
2	Classroom Teacher Aide	Instructional Aide	M	11	\$14.16	\$14.12	100%	\$13.64	96%
3	Library Aide	Instructional Aide, Library	M	11	\$15.36	\$14.77	96%	\$15.25	99%
4	Licensed Vocational Nurse (LVN)	LVN	C	9	\$21.60	\$17.74	82%	\$20.30	94%
5	Special Education Aide - General/Resource	Instructional Aide, SPED Resource	M	11	\$14.16	\$15.07	106%	\$15.25	108%
6	Special Education Aide - Self-Contained	Instructional Aide, Self Contained	M	10	\$14.22	\$14.36	101%	\$14.45	102%
District Comparison to Market					2021-2022 Pay		100%	Plan	103%

Notes

- M** Market salary is median of reporting comparison districts
C Market salary is average of non-school and school markets
NS Market salary is median value of non-school market

Summary of Pay Comparisons to Market	Above (Over 110%)	1
	At market (90% - 110%)	4
	Below (Less than 90%)	1

West Oso ISD

Market Minimum Comparisons, 2021-2022

Positions Sorted by Benchmark Position

Instructional Support <i>Pay Range Minimums</i>

	Benchmark Position	District Job Title	Note	Districts Reporting	2021-2022 Market Rate Minimum	2021-2022 District Rate Minimum	2021-2022 District Minimum Compared to Market
1	Classroom Teacher Aide	Instructional Aide	M	9	\$12.00	\$11.26	94%
2	Library Aide	Instructional Aide, Library	M	9	\$12.84	\$12.57	98%
3	Licensed Vocational Nurse (LVN)	LVN	M	7	\$18.82	\$17.15	91%
4	Special Education Aide - General/Resource	Instructional Aide, SPED Resource	M	9	\$12.84	\$12.57	98%
5	Special Education Aide - Self-Contained	Instructional Aide, Self Contained	M	8	\$12.91	\$11.26	87%
District Comparison to Market						Plan	94%

Notes

M Market minimum is median of reporting comparison districts

Summary of Minimum Comparisons to Market	Above (Over 110%)	-
	At market (90% - 110%)	4
	Below (Less than 90%)	1

West Oso ISD

Market Comparisons, 2021-2022

Positions Sorted by Benchmark Position

Auxiliary

	Benchmark Position	District Job Title	Note	Districts Reporting	2021-2022 Market Rate	2021-2022 District Rate	2021-2022 District Rate Compared to Market	2021-2022 District Pay Range Midpoint	2021-2022 Pay Range Midpoint Compared to Market
1	Bus Driver	Bus Driver	M	10	\$20.21	\$20.73	103%	\$22.92	113%
2	Bus Monitor	Bus Aide	M	10	\$12.13	\$11.89	98%	\$11.03	91%
3	Cafeteria Manager - ES	Manager, Cafeteria ES	M	9	\$16.26	\$15.34	94%	\$17.07	105%
4	Cafeteria Manager - HS	Manager, Cafeteria HS	M	10	\$17.41	\$15.44	89%	\$17.07	98%
5	Cafeteria Worker	Food Service Worker	C	9	\$12.40	\$11.73	95%	\$11.87	96%
6	Custodian	Custodian	C	10	\$13.21	\$11.37	86%	\$11.03	83%
7	Groundskeeper	Groundskeeper	C	10	\$13.64	\$13.44	99%	\$12.70	93%
8	HVAC Mechanic (Licensed)	HVAC Mechanic/Electrician	C	9	\$24.80	\$25.73	104%	\$21.26	86%
9	Lead Custodian - HS	Custodian, Lead HS	M	8	\$16.71	\$13.68	82%	\$12.70	76%
District Comparison to Market					2021-2022 Pay		94%	Plan	93%

Notes

M Market salary is median of reporting comparison districts

C Market salary is average of non-school and school markets

Summary of Pay Comparisons to Market	Above (Over 110%)	-
	At market (90% - 110%)	6
	Below (Less than 90%)	3

West Oso ISD

Market Minimum Comparisons, 2021-2022

Positions Sorted by Benchmark Position

Auxiliary
Pay Range Minimums

Benchmark Position		District Job Title	Note	Districts Reporting	2021-2022 Market Rate Minimum	2021-2022 District Rate Minimum	2021-2022 District Minimum Compared to Market
1	Bus Driver	Bus Driver	M	6	\$18.00	\$18.67	104%
2	Bus Monitor	Bus Aide	M	7	\$10.75	\$9.20	86%
3	Cafeteria Manager - ES	Manager, Cafeteria ES	M	8	\$14.29	\$14.25	100%
4	Cafeteria Manager - HS	Manager, Cafeteria HS	M	8	\$16.04	\$14.25	89%
5	Cafeteria Worker	Food Service Worker	M	9	\$10.75	\$9.20	86%
6	Custodian	Custodian	M	9	\$10.75	\$9.20	86%
7	Groundskeeper	Groundskeeper	M	8	\$11.52	\$10.61	92%
8	HVAC Mechanic (Licensed)	HVAC Mechanic/Electrician	M	8	\$19.41	\$17.96	93%
9	Lead Custodian - HS	Custodian, Lead HS	M	7	\$14.72	\$10.61	72%
District Comparison to Market						Plan	90%

Notes

M Market minimum is median of reporting comparison districts

Summary of Minimum Comparisons to Market	Above (Over 110%)	-
	At market (90% - 110%)	4
	Below (Less than 90%)	5

West Oso ISD

Extra Duty Stipend Market, 2021-2022

Positions Sorted by Benchmark Stipend

Head Coaching

Benchmark Stipend		Level	Note	Market		District - Current					District - Proposed		
				Districts Reporting Stipend	Market Total Value ¹	Stipend Amount	Days Paid	Days Value	Total Stipend Value	Compare to Market \$	Proposed Stipend	Compare to Market %	Compare to Market \$
1	Baseball Head	HS	M	8	\$5,550	\$4,000	5	\$1,000	\$5,000	(\$550)	\$6,000	108%	\$450
2	Basketball Head	HS	M	9	\$5,600	\$5,000	4	\$583	\$5,583	(\$17)	\$6,000	107%	\$400
3	Cross Country Head	HS	M	9	\$4,800	\$3,500	5	\$1,000	\$4,500	(\$300)	\$5,000	104%	\$200
4	Football Head	HS	UM	32	\$12,733	\$6,000	3	\$666	\$6,666	(\$6,067)	\$12,000	94%	(\$733)
5	Golf Head	HS	M	8	\$5,200	\$2,500	5	\$750	\$3,250	(\$1,950)	\$5,000	96%	(\$200)
6	HS Campus Athletic Coordinator	HS	UM	46	\$4,750	\$2,500	3	\$666	\$3,166	(\$1,584)	\$5,000	105%	\$250
7	Powerlifting Head	HS	M	8	\$3,750	\$2,500	5	\$1,000	\$3,500	(\$250)	\$4,000	107%	\$250
8	Softball Head	HS	M	8	\$5,250	\$4,000	5	\$1,000	\$5,000	(\$250)	\$6,000	114%	\$750
9	Track Head	HS	M	9	\$5,000	\$4,000	4	\$833	\$4,833	(\$167)	\$5,000	100%	\$0
10	Volleyball Head	HS	M	9	\$6,250	\$5,000	0	--	\$5,000	(\$1,250)	\$6,500	104%	\$250
District Comparison to Market										(\$1,239)		104%	\$162
										Current	Proposed		

Notes

M Market stipend is median of reporting comparison districts

UM Market stipend is median of UIL class UIL responses

(1) Market total value includes the cost of extra days for those districts that pay extra days. The cost of extra days was added to the stipend amount paid for each district using that district's standard daily rate or average teacher daily rate.

Summary of Stipend Comparisons	Comparison Distance	Current	Proposed
	Above (Over 110%)	-	1
	At market (90% - 110%)	6	9
	Below (Less than 90%)	4	-

West Oso ISD

Extra Duty Stipend Market, 2021-2022

Positions Sorted by Benchmark Stipend

9th/JV/Asst Coaching

Benchmark Stipend		Level	Note	Market		District - Current					District - Proposed		
				Districts Reporting Stipend	Market Total Value ¹	Stipend Amount	Days Paid	Days Value	Total Stipend Value	Compare to Market \$	Proposed Stipend	Compare to Market %	Compare to Market \$
1	Baseball Asst	HS	M	9	\$3,500	\$2,500	5	\$1,000	\$3,500	\$0	\$3,500	100%	\$0
2	Basketball 9th/JV	HS	UM	29	\$3,000	\$3,500	0	--	\$3,500	\$500	\$3,000	100%	\$0
3	Basketball Asst	HS	M	9	\$3,500	\$3,500	5	\$833	\$4,333	\$833	\$3,500	100%	\$0
4	Football Offensive/Defensive Coordinator	HS	M	9	\$8,000	\$5,000	5	\$1,000	\$6,000	(\$2,000)	\$7,500	94%	(\$500)
5	Football Varsity Asst	HS	M	9	\$4,500	\$4,000	4	\$833	\$4,833	\$333	\$6,000	133%	\$1,500
6	Softball Asst	HS	M	8	\$3,500	\$2,500	5	\$1,000	\$3,500	\$0	\$3,500	100%	\$0
7	Track Asst	HS	M	9	\$3,000	\$2,500	5	\$733	\$3,233	\$233	\$3,000	100%	\$0
8	Volleyball Asst	HS	M	9	\$3,500	\$3,500	4	\$889	\$4,389	\$889	\$4,000	114%	\$500
District Comparison to Market										\$99		105%	\$188
										Current		Proposed	

Notes

M Market stipend is median of reporting comparison districts

UM Market stipend is median of UIL class UIL responses

(1) Market total value includes the cost of extra days for those districts that pay extra days. The cost of extra days was added to the stipend amount paid for each district using that district's standard daily rate or average teacher daily rate.

Summary of Stipend Comparisons	Comparison Distance		Current	Proposed
	Above (Over 110%)		3	2
	At market (90% - 110%)		4	6
	Below (Less than 90%)		1	-

West Oso ISD

Extra Duty Stipend Market, 2021-2022

Positions Sorted by Benchmark Stipend

Middle School Coaching

Benchmark Stipend		Level	Note	Market		District - Current					District - Proposed		
				Districts Reporting Stipend	Market Total Value ¹	Stipend Amount	Days Paid	Days Value	Total Stipend Value	Compare to Market \$	Proposed Stipend	Compare to Market %	Compare to Market \$
1	MS Basketball	MS	M	9	\$2,000	\$2,500	5	\$571	\$3,071	\$1,071	\$2,500	125%	\$500
2	MS Campus Athletic Coordinator	MS	M	7	\$1,250	\$2,250	3	\$500	\$2,750	\$1,500	\$2,000	160%	\$750
3	MS Football Asst	MS	M	7	\$2,000	\$3,500	5	\$833	\$4,333	\$2,333	\$3,000	150%	\$1,000
4	MS Track	MS	M	9	\$2,000	\$2,500	5	\$833	\$3,333	\$1,333	\$2,500	125%	\$500
5	MS Volleyball	MS	M	9	\$2,500	\$3,200	5	\$900	\$4,100	\$1,600	\$2,500	100%	\$0
District Comparison to Market										\$1,567		132%	\$550
										Current	Proposed		

Notes

M Market stipend is median of reporting comparison districts

(1) Market total value includes the cost of extra days for those districts that pay extra days. The cost of extra days was added to the stipend amount paid for each district using that district's standard daily rate or average teacher daily rate.

Summary of Stipend Comparisons	Comparison Distance	Current	Proposed
	Above (Over 110%)	5	4
	At market (90% - 110%)	-	1
	Below (Less than 90%)	-	-

West Oso ISD

Extra Duty Stipend Market, 2021-2022

Positions Sorted by Benchmark Stipend

Performing Arts

Benchmark Stipend		Level	Note	Market			District - Current		District - Proposed		
				Districts Reporting Stipend	Districts Reporting Days	Market Total Value ¹	Total Stipend Value	Compare to Market \$	Proposed Stipend	Compare to Market %	Compare to Market \$
1	Band—HS Director	HS	M	6	2	\$9,725	\$9,500	(\$225)	\$10,000	103%	\$275
2	Band—MS Asst Director	MS	UM	50	20	\$6,997	\$5,000	(\$1,997)	\$7,000	100%	\$3
3	Band—MS Director	MS	M	5	3	\$8,000	\$5,500	(\$2,500)	\$8,000	100%	\$0
4	Cheerleading—HS Sponsor	HS	M	9	0	\$3,500	\$3,000	(\$500)	\$3,500	100%	\$0
5	Cheerleading—MS Sponsor	MS	M	6	0	\$2,125	\$2,000	(\$125)	\$2,000	94%	(\$125)
6	Choir—HS Director	HS	M	6	2	\$6,375	\$1,500	(\$4,875)	\$4,000	63%	(\$2,375)
7	Choir—MS Director	MS	M	5	2	\$2,150	\$750	(\$1,400)	\$2,500	116%	\$350
8	Color Guard/Flag Corps Sponsor	HS	M	5	0	\$3,000	\$1,250	(\$1,750)	\$2,500	83%	(\$500)
9	Dance/Drill Team—HS Director	HS	M	4	0	\$4,000	\$1,250	(\$2,750)	\$3,500	88%	(\$500)
District Comparison to Market								(\$1,791)		94%	(\$319)
								Current		Proposed	

Notes

M Market stipend is median of reporting comparison districts

UM Market stipend is median of UIL class UIL responses

(1) Market total value includes the cost of extra days for those districts that pay extra days. The cost of extra days was added to the stipend amount paid for each district using that district's standard daily rate or average teacher daily rate.

Summary of Stipend Comparisons	Comparison Distance	Current	Proposed
	Above (Over 110%)	-	1
	At market (90% - 110%)	2	5
	Below (Less than 90%)	7	3

West Oso ISD

Extra Duty Stipend Market, 2021-2022

Positions Sorted by Benchmark Stipend

Academics

Benchmark Stipend		Level	Note	Market			District - Current		District - Proposed		
				Districts Reporting Stipend	Districts Reporting Days	Market Total Value ¹	Total Stipend Value	Compare to Market \$	Proposed Stipend	Compare to Market %	Compare to Market \$
1	HS Class Advisor	HS	UM	26	0	\$500	\$500	\$0	\$500	100%	\$0
1	National Honor Society Advisor	HS	M	8	0	\$1,000	\$800	(\$200)	\$1,000	100%	\$0
2	National Junior Honor Society Advisor	MS	M	7	0	\$655	\$500	(\$155)	\$500	76%	(\$155)
3	One-Act Play Sponsor	HS	M	6	0	\$1,675	\$1,000	(\$675)	\$1,500	90%	(\$175)
4	Robotics Coach	HS	UM	35	2	\$1,500	\$2,000	\$500	\$1,500	100%	\$0
4	Student Council Advisor–HS	HS	M	9	0	\$1,450	\$1,000	(\$450)	\$1,000	69%	(\$450)
5	Student Council Advisor–MS	MS	M	6	0	\$750	\$300	(\$450)	\$500	67%	(\$250)
6	UIL Campus Coordinator–ES	ES	M	7	0	\$600	\$500	(\$100)	\$500	83%	(\$100)
7	UIL Campus Coordinator–HS	HS	M	9	0	\$1,350	\$500	(\$850)	\$1,000	74%	(\$350)
8	UIL Campus Coordinator–MS	MS	M	8	0	\$750	\$500	(\$250)	\$750	100%	\$0
9	UIL Subject-Area Coach–ES	ES	M	5	0	\$300	\$500	\$200	\$300	100%	\$0
10	UIL Subject-Area Coach–HS	HS	M	6	0	\$713	\$500	(\$213)	\$500	70%	(\$213)
11	UIL Subject-Area Coach–MS	MS	M	5	0	\$300	\$500	\$200	\$400	133%	\$100
12	Yearbook Advisor	HS	M	7	0	\$1,500	\$1,000	(\$500)	\$1,500	100%	\$0
District Comparison to Market								(\$210)		90%	(\$114)
								Current	Proposed		

Notes

M Market stipend is median of reporting comparison districts

UM Market stipend is median of UIL class UIL responses

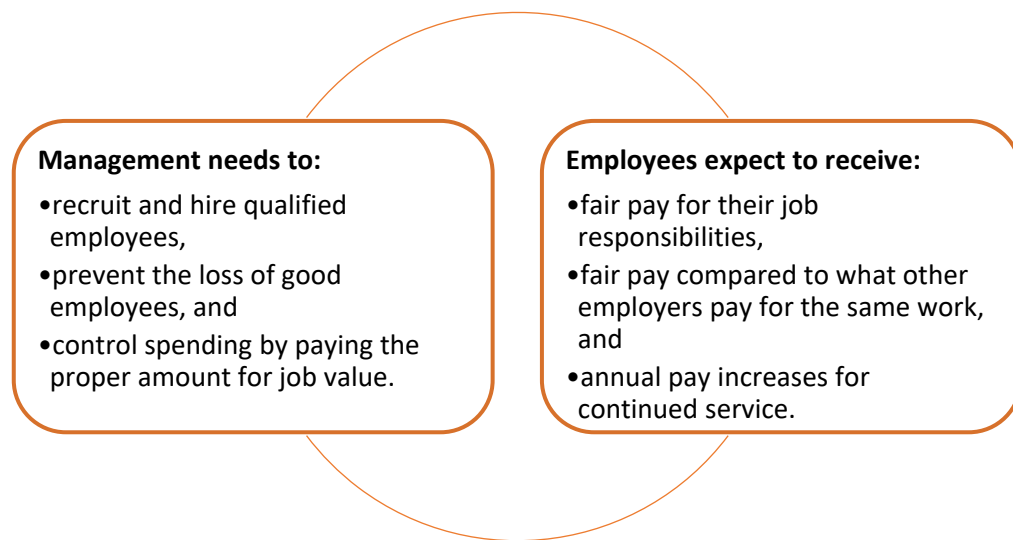
(1) Market total value includes the cost of extra days for those districts that pay extra days. The cost of extra days was added to the stipend amount paid for each district using that district's standard daily rate or average teacher daily rate.

Summary of Stipend Comparisons	Comparison Distance	Current	Proposed
	Above (Over 110%)	3	1
	At market (90% - 110%)	1	7
	Below (Less than 90%)	10	6

UNDERSTANDING PAY SYSTEMS

Objectives of Pay Systems

All organizations have common management needs and employee expectations that must be translated into pay practices. An effective pay system should address both the needs of the organization and the expectations of its employees.



Basic Pay System Elements

Job Families

A job family includes jobs that share common characteristics and are grouped into a common pay structure. These characteristics include the type of work performed, the competitive job market, potential career paths for employees, and state and federal laws regulating wages and salaries. Separate pay range structures typically are built for each job family.

Pay Grades

Compensable job factors such as skill, effort, and responsibility serve as the basis for assigning jobs to different pay levels to achieve internal pay equity among employees. The greater the degree of skill, effort, and responsibility required by a job, the higher the level of pay. Jobs that have similar value and are grouped into the same range of pay are assigned or classified to pay grades.

Job Pricing

While objective job evaluation and classification contributes to internal pay equity, job pricing contributes to external pay equity. Job pricing uses data collected from salary and wage surveys of other employers to determine the external market value of benchmark jobs. This data is used to set pay ranges that are competitive with the external job market. Because jobs have been analyzed and classified into groups of similar value, job pricing does not require a survey match for each unique job.

Job Market

Job markets may be different for different employee groups. By definition, a job market represents the employers that a district typically competes with to attract and retain employees. Professional employees may be recruited from a larger geographic area than paraprofessional or auxiliary employees. School districts may be the only competitors for instructional positions while other types of businesses may be competitors for business or technology jobs. For this reason, different job markets and survey sources may be used to accurately assess the district's true competitive job market.

Pay Structure

The pay structure itself is the key management tool that provides control over the district's competitive position in the marketplace and internal pay equity among all employees. Designing the pay structure involves setting the proper control points (midpoint, minimum, and maximum rates of pay) for each pay grade and ensuring that appropriate pay differentials between pay grade levels are established.

Issues that must be weighed and balanced in the design of pay structures include:

- positioning the district competitively,
- impact on current pay practices,
- adequate pay differentials for higher levels of job responsibility,
- internal consistency and rationality, and
- controlled variance within each pay range.

PAY SYSTEM IMPLEMENTATION AND MANAGEMENT

Pay System Implementation and System Administration

Current employees may not be paid within the recommended pay ranges initially. Decisions must be made during this transition period of how to deal with employees who are paid outside the pay range for their position. If employees are paid below the minimum rate of their pay range, additional adjustments should be provided to increase their pay to at least the minimum rate of pay. If employees are paid above the maximum of the pay range, they are left outside the range. No employee's pay should be reduced in this event.

Employees advance in pay through pay adjustments determined on an annual basis and tied to budget planning. These management decisions are based on current economic conditions, including projected district revenues and market competition.

The midpoint of the range is recommended as the basis for calculating employee increases for non-teachers, and for teachers, the market average teacher salary is recommended. The midpoint of the range roughly equates to market value for the positions in each pay grade. For teacher structures where pay is delineated by years of experience, there is not a true midpoint on which to base increase calculations. But, because there's one primary job in the structure, the market average teacher salary can be used. This ensures a more equitable distribution of the dollars available for pay increases and moves employees up to the range midpoint (market rate) more quickly. Using control points rather than current salaries will deliver equal dollars to employees at the same job level and helps the district control the rate of advancement through the pay range.

Long-Term Salary Administration

For any pay plan to meet its intended goals on a long-term basis, it must be updated regularly and administered properly. Salary administration involves four primary activities requiring administrative decisions:

- adjusting pay ranges for job market changes and general economic inflation,
- budgeting for annual salary increases for employees,
- placing new employees in the system, and
- calculating special increases for promotions or other job changes.

Pay System Management

The recommendations provided help ensure a market-competitive and equitable system for WOISD. However, pay systems are dynamic and are impacted by numerous factors. To maintain a competitive and equitable system, the district must work to manage its pay system over time. Following are recommendations to aid the district in this endeavor:

