

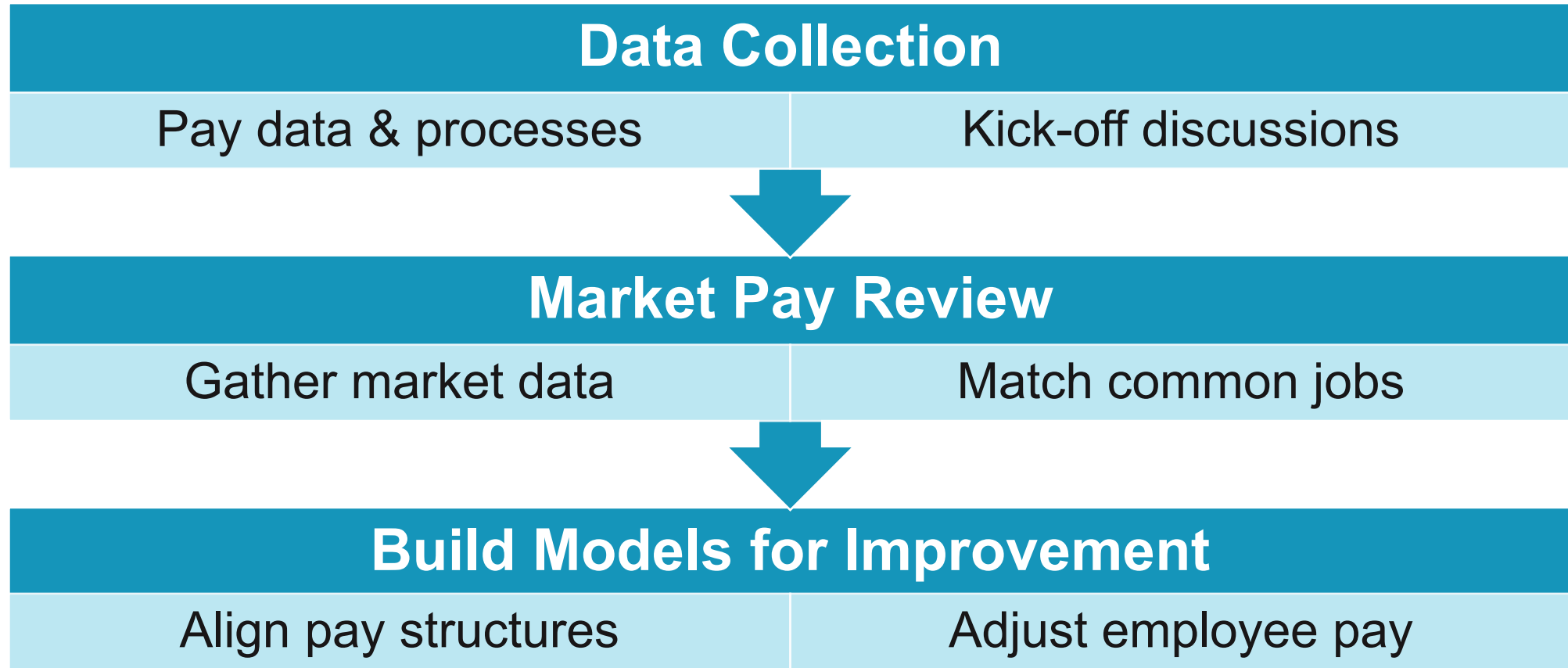
Aledo ISD

Pay Systems Maintenance

Nicolle Gee-Guzman

April 20, 2026

TASB Pay Study Process



Compensation Concepts

Pay System Objectives

- **Recruit Employees**

- Competitive entry rates
- Competitive pay for experienced new hires

- **Pay for Job Value**

- Prevent overpayment or underpayment

- **Retain Employees**

- Advance pay to market rates
- Market-competitive pay increases

- **Control Costs**

- Salary plan and increases driven by budget

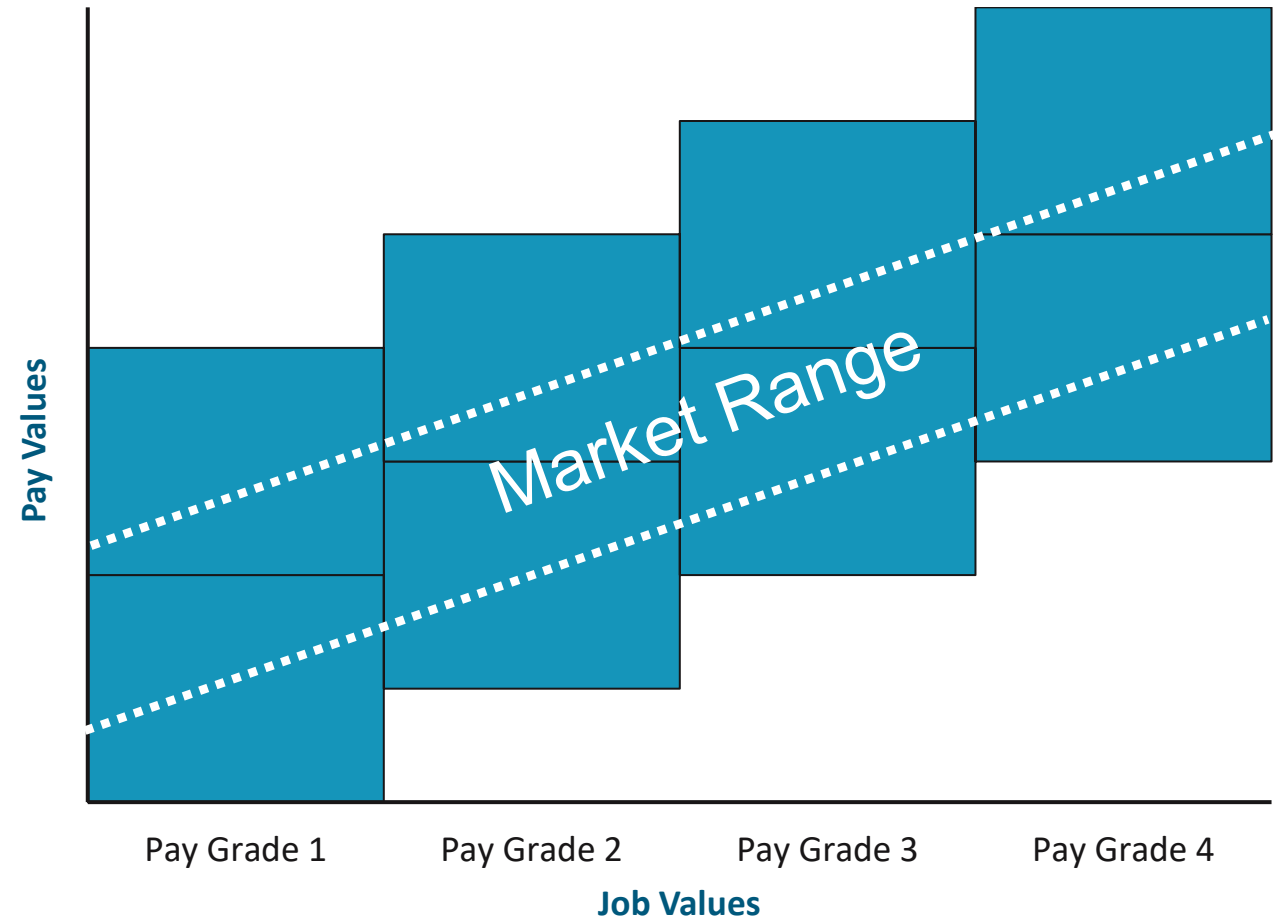
Pay System Controls

Pay Range Control Points

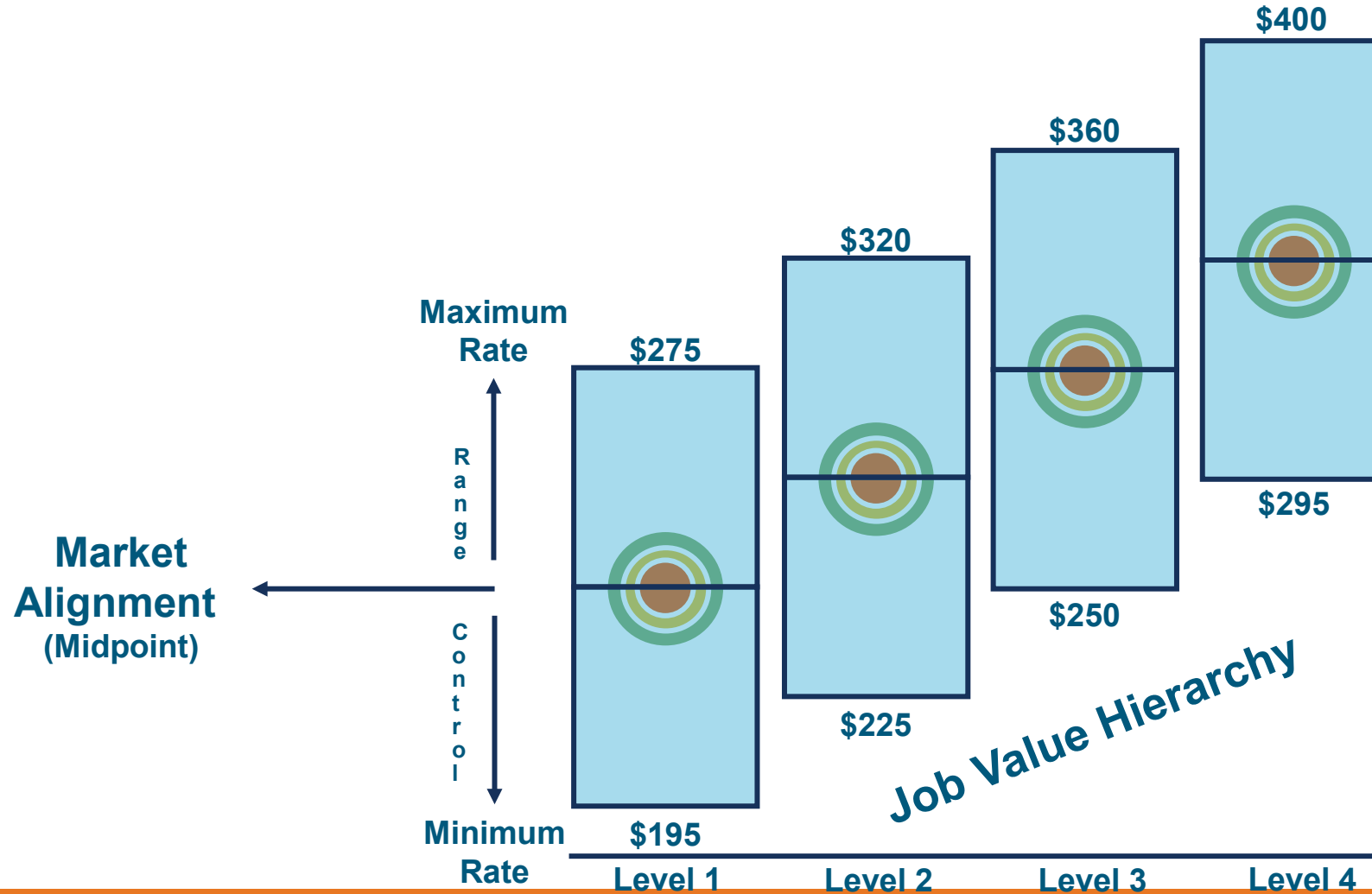
Maximum Rates —
maximum pay for job value

Midpoint Rates —
market target pay for job value

Minimum Rates —
lowest pay for job value



Market – Control Pay Structure



Strategies for Pay System Control

- Assess job value accurately
- Keep pay ranges competitive
- Control pay spread between job incumbents
- Accelerate employees to market pay
- Budget sufficiently for pay increases

Findings

Market Districts

	District	ESC Region	Student Enrollment	Number of FTE	Teacher	Exempt* & Nonexempt
1	Azle ISD	11	7,200	1,139	X	X*
2	Burleson ISD	11	12,718	1,660	**	
3	Carroll ISD	11	8,292	975	**	
4	Castleberry ISD	11	3,740	613	**	
5	Cleburne ISD	11	6,851	1,080	X	X
6	Eagle Mountain-Saginaw ISD	11	24,221	3,260	X	X
7	Fort Worth ISD	11	71,060	9,873	**	
8	Granbury ISD	11	7,918	1,232	X	X
9	Joshua ISD	11	6,000	859	X	X
10	Keller ISD	11	33,250	4,263	X	X
11	Northwest ISD	11	32,748	3,653	X	X
12	Weatherford ISD	11	8,151	1,167	X	X
13	White Settlement ISD	11	6,703	845	X	X
	<i>Aledo ISD</i>	<i>11</i>	<i>8,161</i>	<i>994</i>	<i>13</i>	<i>9</i>

* High-level central administrator jobs are compared to statewide market data for districts of comparable size.

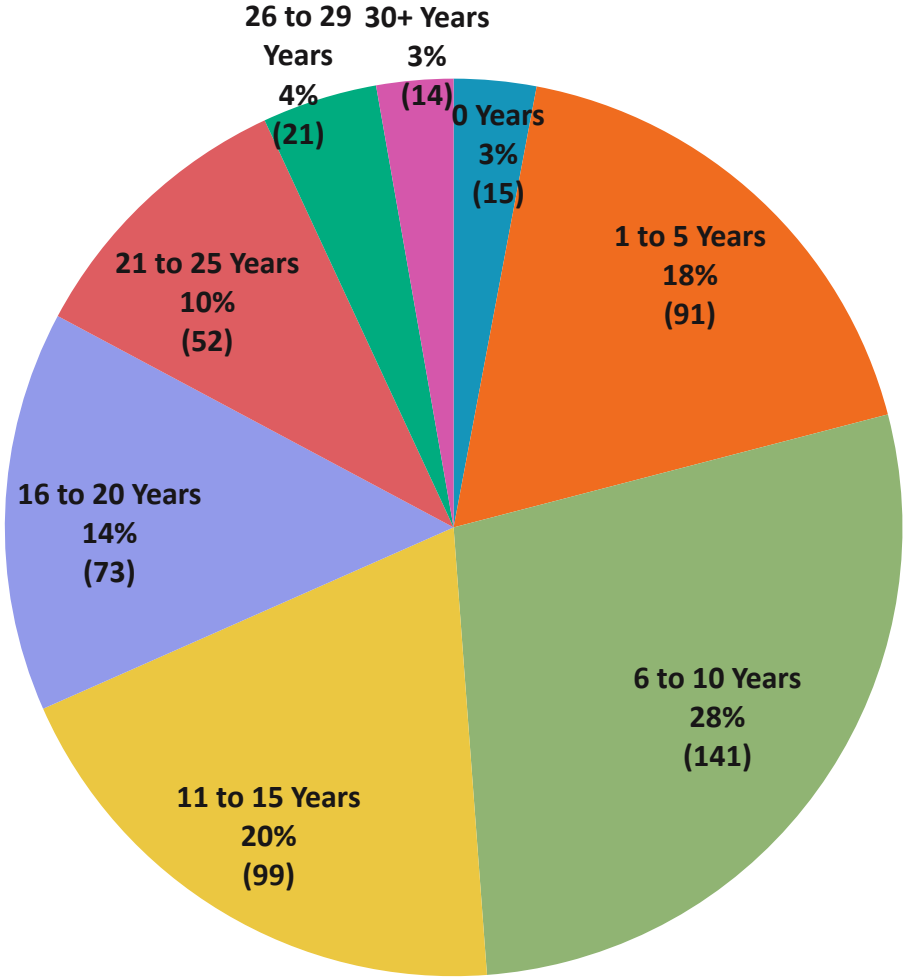
** District did not participate in survey. Teacher schedules collected from the district.

Other Ft. Worth Metro Area Market Sources

- Statewide districts with enrollment between 7,000 and 9,999 for high-level administrative positions
- CompAnalyst
- Payfactors by Payscale

Teachers – Demographics

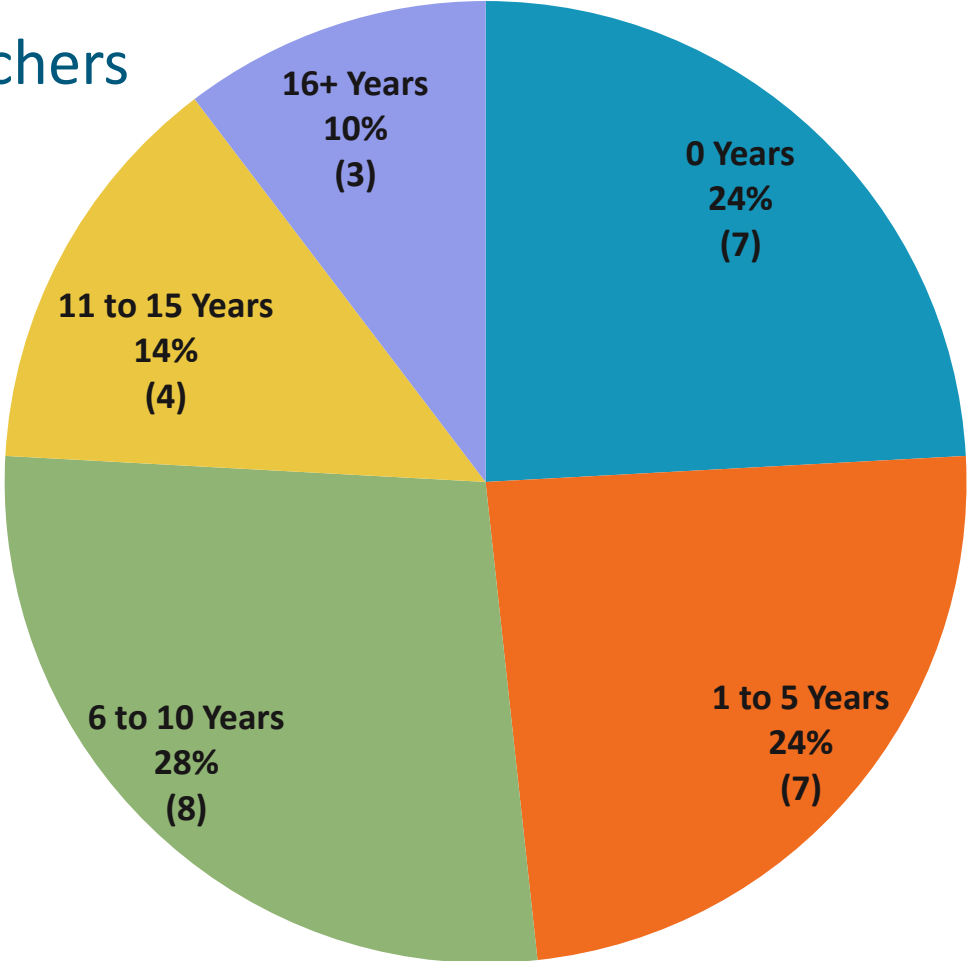
Experience of Current Teachers



506 Teachers

Teachers – Demographics

Experience of Newly Hired Teachers



29 Teachers
with 0 years of local experience in 2025-2026

Teacher – Market Comparison without Experience Stipend

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 Fort Worth ISD**	70,405	4,722	\$64,500	\$69,800	\$72,005	\$74,157	\$76,848		30	
2 Eagle Mountain-Saginaw ISD	24,221	1,647	\$63,800	\$66,897	\$68,250	\$70,415	\$72,687	\$69,604	40	7.7%
3 Northwest ISD	32,748	1,759	\$63,750	\$67,550	\$69,250	\$70,850	\$73,200	\$69,250	30	7.1%
4 White Settlement ISD	6,703	445	\$63,300	\$65,900	\$66,900	\$68,150	\$71,850	\$67,041	33	8.1%
5 Castleberry ISD**	3,851	249	\$62,025	\$71,392	\$73,392	\$75,392	\$77,392		35	
6 Cleburne ISD	6,851	485	\$62,000	\$68,375	\$70,211	\$71,711	\$74,111	\$70,760	30	6.8%
7 Azle ISD	7,200	484	\$61,500	\$66,700	\$68,618	\$70,618	\$72,618	\$69,078	30	7.8%
8 Granbury ISD	7,918	563	\$61,000	\$66,935	\$69,085	\$72,132	\$73,447	\$67,395	40	8.0%
9 Keller ISD	33,250	1,985	\$60,800	\$65,400	\$67,800	\$69,796	\$71,796	\$69,400	30	7.7%
10 Carroll ISD**	8,105	529	\$60,200	\$66,261	\$67,950	\$69,919	\$72,444		30	
11 Burleson ISD**	12,759	837	\$60,000	\$66,613	\$67,348	\$69,950	\$71,846		25	
12 Joshua ISD	6,000	400	\$60,000	\$65,332	\$67,132	\$69,408	\$70,958	\$69,445	30	7.1%
13 Weatherford ISD	8,151	569	\$57,300	\$62,549	\$65,068	\$68,736	\$70,006	\$65,734	33	7.3%

Aledo ISD	8,161	513	\$63,000	\$66,400	\$68,400	\$70,200	\$72,000	\$68,855	30	7.8%
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25th Percentile			\$60,200	\$65,900	\$67,348	\$69,796	\$71,846	\$67,395	30	7.1%
Median			\$61,500	\$66,700	\$68,250	\$70,415	\$72,618	\$69,250	30	7.7%
75th Percentile			\$63,300	\$67,550	\$69,250	\$71,711	\$73,447	\$69,445	33	7.8%

Comparison to Median	102%	100%	100%	100%	99%	99%
<i>Dollar Difference</i>	<i>\$1,500</i>	<i>(\$300)</i>	<i>\$150</i>	<i>(\$215)</i>	<i>(\$618)</i>	<i>(\$395)</i>
Rank Order	5	9	7	8	9	7

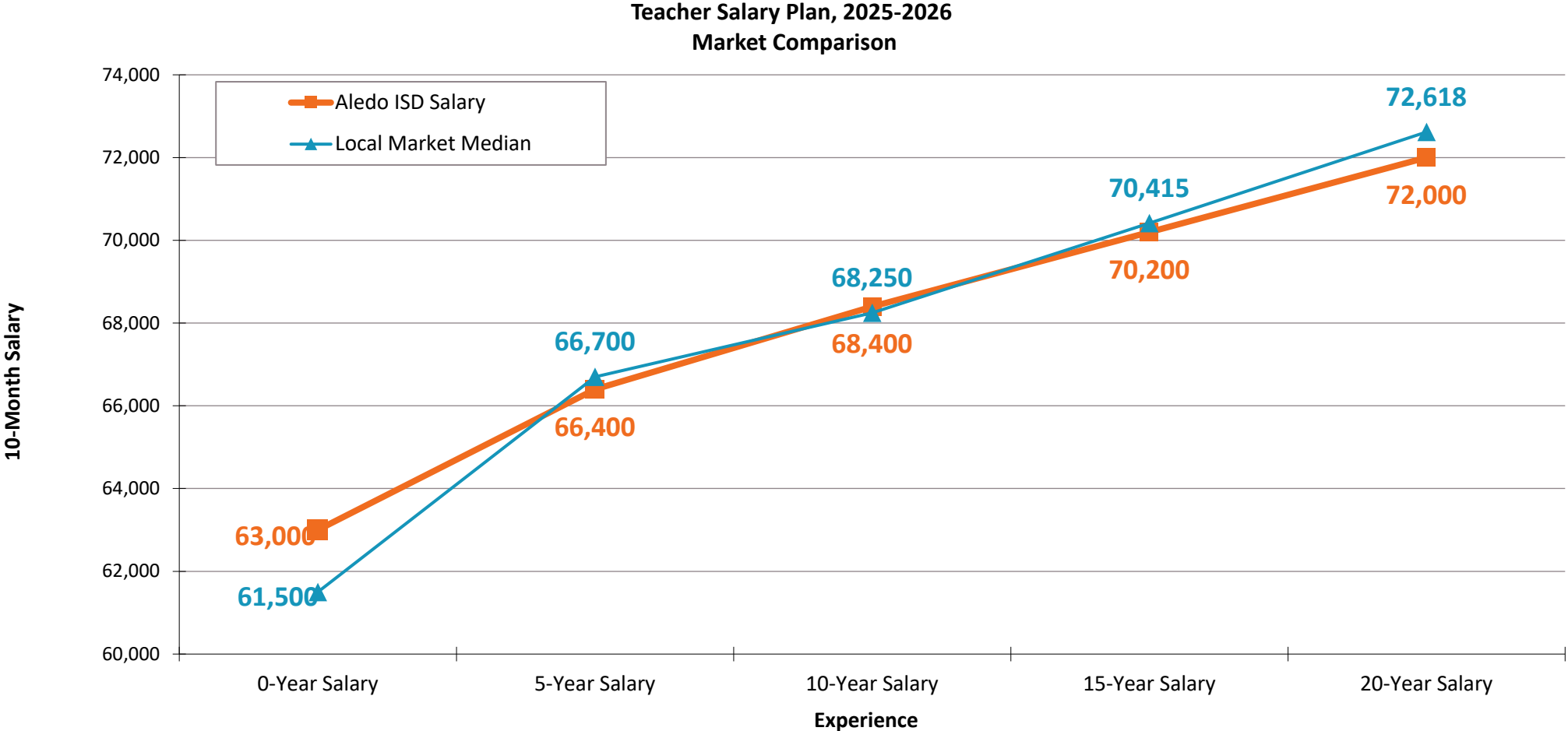
Footnotes:

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Teacher – Market Comparison without Experience Stipend

	0 - Years	5 - Years	10 - Years	15 - Years	20 - Years	Average Salary
Aledo ISD Salary	\$63,000	\$66,400	\$68,400	\$70,200	\$72,000	\$68,855
Local Market Median	\$61,500	\$66,700	\$68,250	\$70,415	\$72,618	\$69,250
Percent of Market	102%	100%	100%	100%	99%	99%
Difference from Market	\$1,500	(\$300)	\$150	(\$215)	(\$618)	(\$395)

Teacher – Market Comparison without Experience Stipend



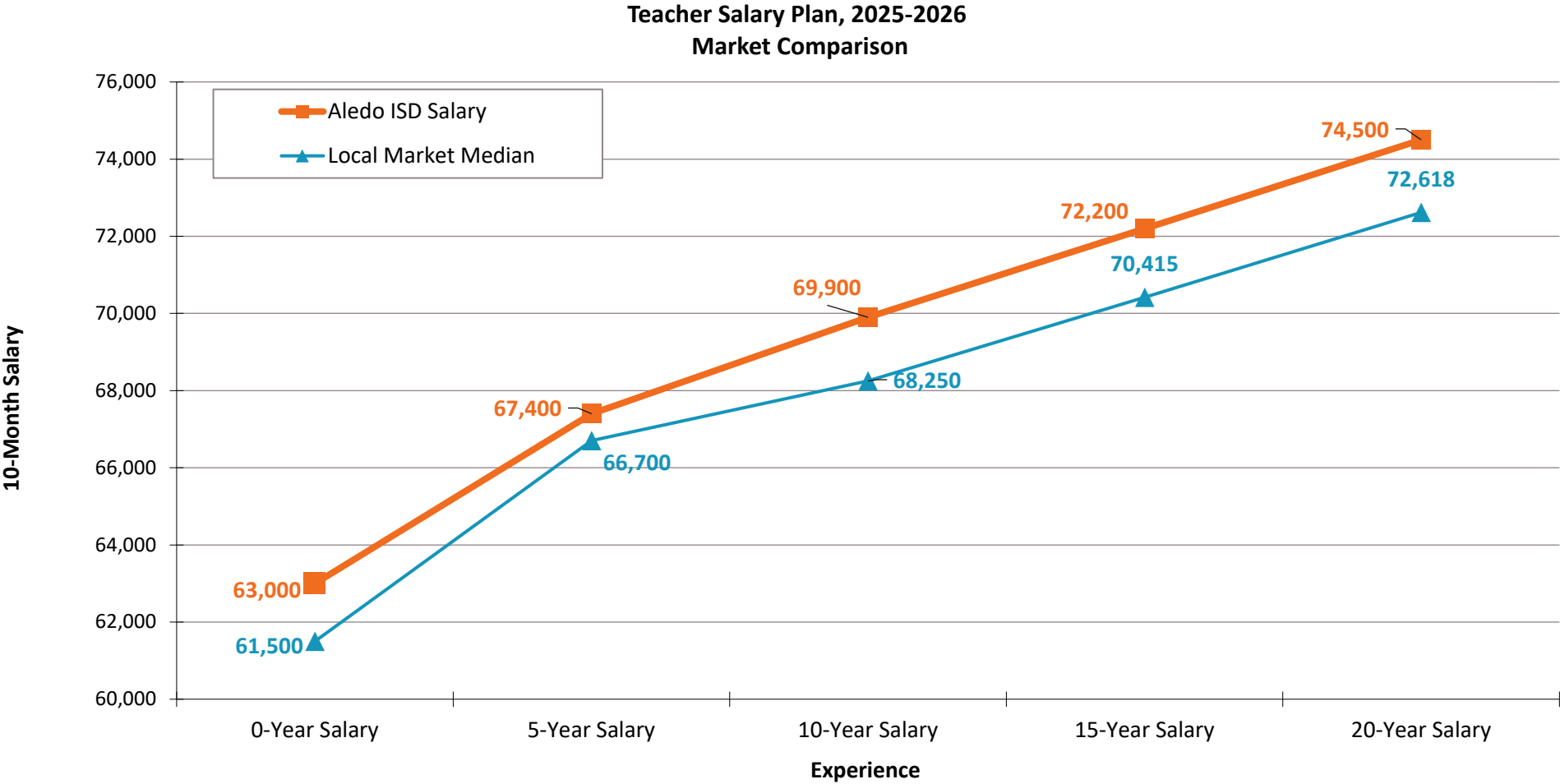
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25th Percentile			\$60,200	\$65,900	\$67,348	\$69,796	\$71,846	\$67,395	30	7.1%
Median			\$61,500	\$66,700	\$68,250	\$70,415	\$72,618	\$69,250	30	7.7%
75th Percentile			\$63,300	\$67,550	\$69,250	\$71,711	\$73,447	\$69,445	33	7.8%
Comparison to Median			102%	101%	102%	103%	103%	102%		
<i>Dollar Difference</i>			\$1,500	\$700	\$1,650	\$1,785	\$1,882	\$1,612		
Rank Order			5	5	4	3	3	1		

Footnotes:

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Teacher – Market Comparison with Experience Stipend



Teacher Only – Teaching Experience Stipend

Years after completion of 2024-2025	Stipend Amount
1-2	\$ 525.00
3-5	\$ 1,000.00
6-10	\$ 1,500.00
11-15	\$ 2,000.00
16-20	\$ 2,500.00
21-25	\$ 3,000.00
26-30	\$ 3,500.00
31+	\$ 4,000.00

Teacher – Market Stipends

Stipend	Aledo ISD	Median Stipend	Districts Reporting
Master's Degree – General	\$1,000	\$1,500	9 of 9
Special Education – High Needs	\$3,000	\$2,000	6 of 9

Administrators – Market Salaries

Pay Group	Employee Pay to Market	Pay Grade Midpoint to Market	Pay Grade Minimum to Market	Number of Benchmarks
Central Administration (Director and above)	101%	102%	--	15
Campus Administration (Principal and Assistant Principal)	103%	103%	--	7
Professional (Counselor, Diagnostician, SLP, LSSP, etc.)	98%	96%	--	23

Clerical/Paraprofessional – Market Salaries

Pay Group	Employee Pay to Market	Pay Grade Midpoint to Market	Pay Grade Minimum to Market	Number of Benchmarks
Clerical & Technical (Administrative Assistants, PEIMS/Registrar, etc.)	102%	99%	100%	19
Instructional Support (Special Education Aides, CMA, LVN, etc.)	104%	109%	105%	6

Auxiliary – Market Salaries

Pay Group	Employee Pay to Market	Pay Grade Midpoint to Market	Pay Grade Minimum to Market	Number of Benchmarks
Auxiliary (Police, Child Development Center, Child Nutrition, Transportation, and Maintenance)	101%	99%	101%	15

Non-Teacher and Total Aledo ISD Years Experience

Years after completion of 2024-2025	Stipend Amount
1-5	\$ 500.00
6-10	\$ 750.00
11-15	\$ 1,000.00
16-20	\$ 1,250.00
21-25	\$ 1,500.00
26-30	\$ 1,750.00
31+	\$ 2,000.00

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