



Pay Systems Maintenance

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TASB Pay Study Process

Data Collection – January

Pay data & processes

Kick-off discussions



Market Pay Review – February

Gather market data

Match common jobs



Build Models for Improvement – March

Align pay structures

Adjust employee pay

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

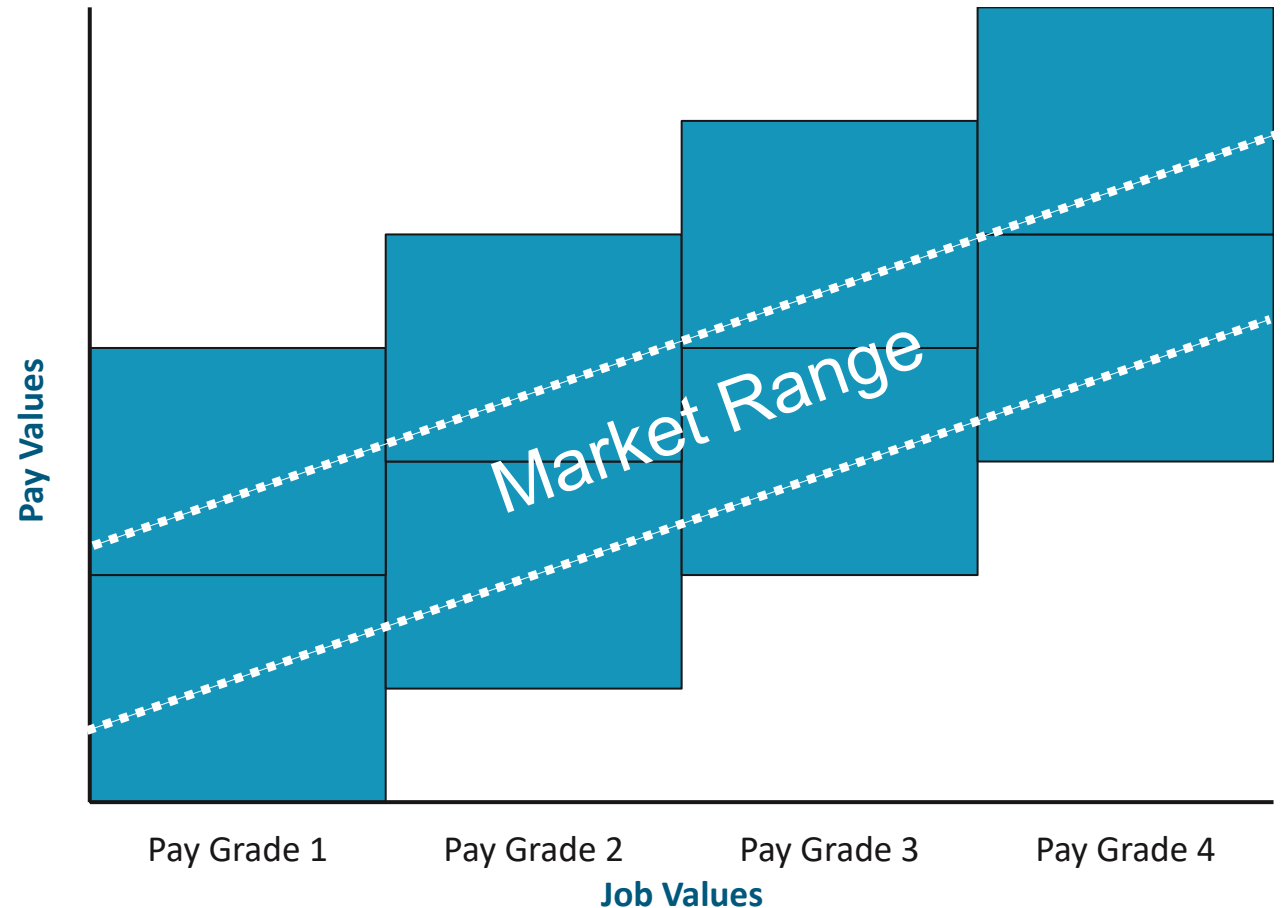
Pay System Controls

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



Findings

Market Districts

	District	ESC Region	Student Enrollment	Number of FTE	Teacher	Exempt* & Nonexempt
1	Bryan ISD	06	15,897	2,926	X	X
2	Crowley ISD	11	16,824	2,278	X	X
3	Ector County ISD	18	33,426	3,939	X	X
4	Frenship ISD	17	12,048	1,537	X	X
5	Lubbock ISD	17	23,172	3,102	X	X
6	Midland ISD	18	28,752	2,963	X	X
7	San Angelo ISD	15	12,497	1,766	X	X
8	Tyler ISD	07	18,934	2,834	X	X
9	Waco ISD	12	12,968	2,239	X	X
10	Wichita Falls ISD	09	12,868	1,607	**	
11	Wylie ISD-Taylor County	14	5,632	748	**	
	Abilene ISD	14	14,514	2,202	11	9

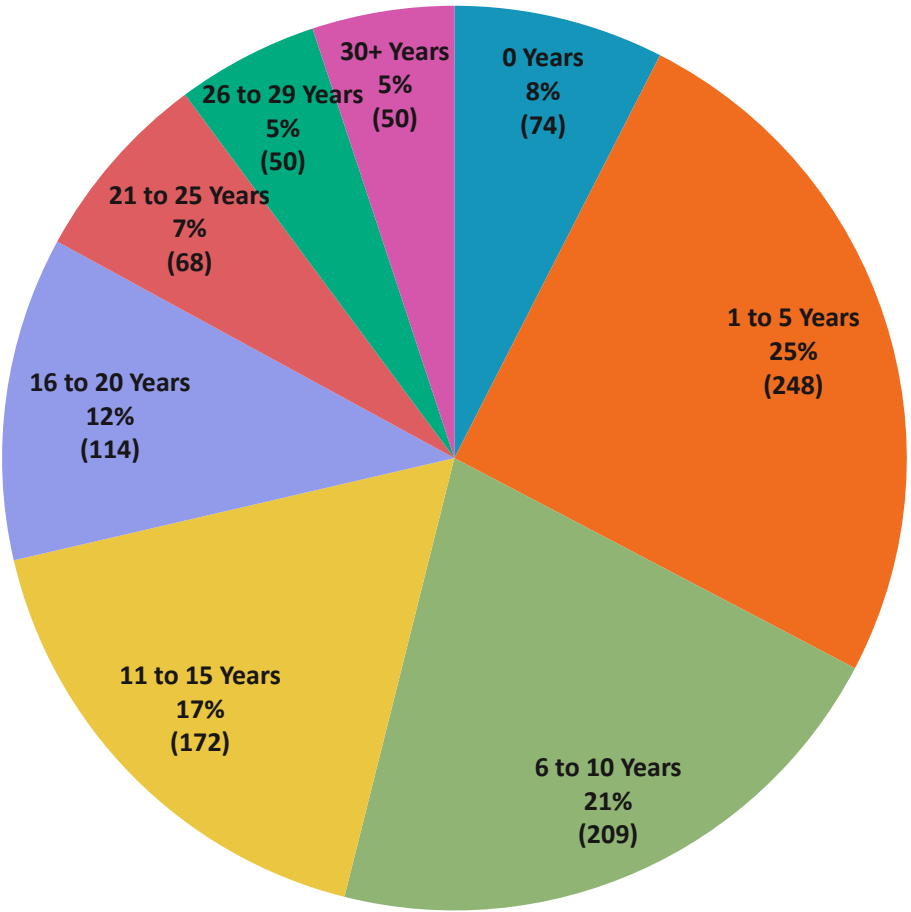
* High-level central administrator jobs are compared to statewide market data for districts of comparable size

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

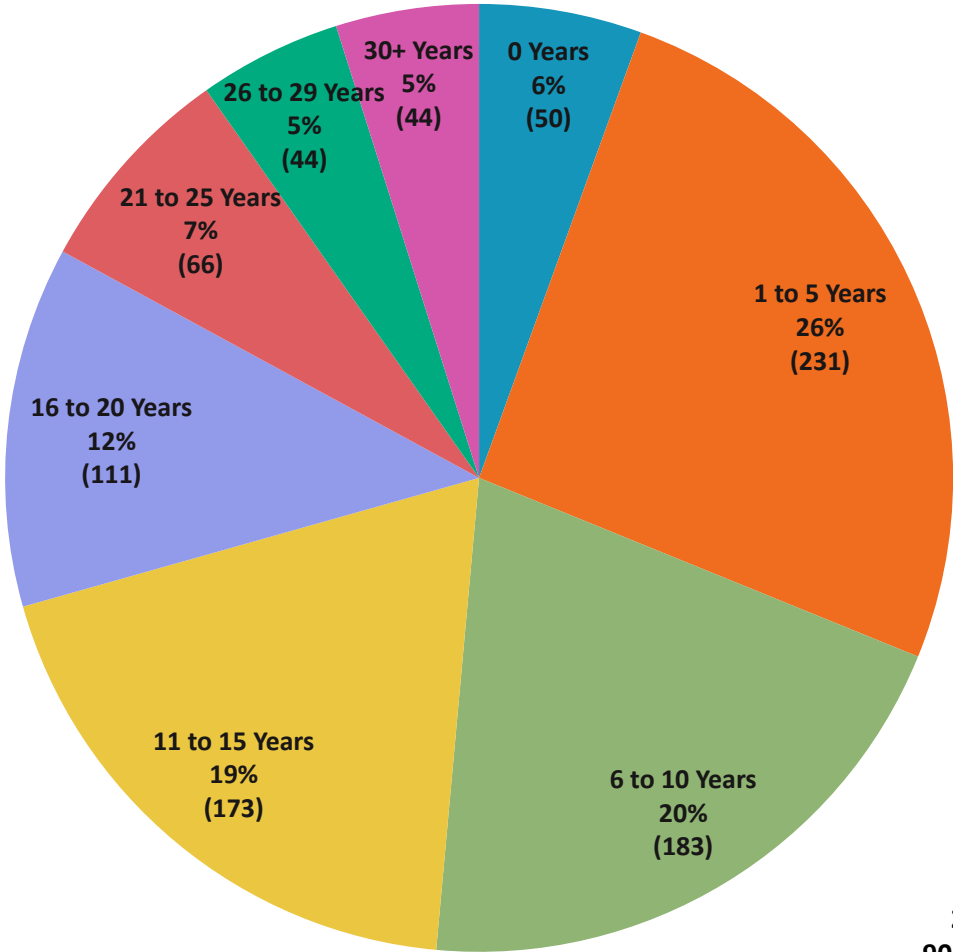
Other Market Sources

- Statewide market for districts with enrollment between 10,000 to 24,999
- Abilene metro area non-school market from
 - CompAnalyst
 - Payfactors by Payscale

Teachers – Demographics

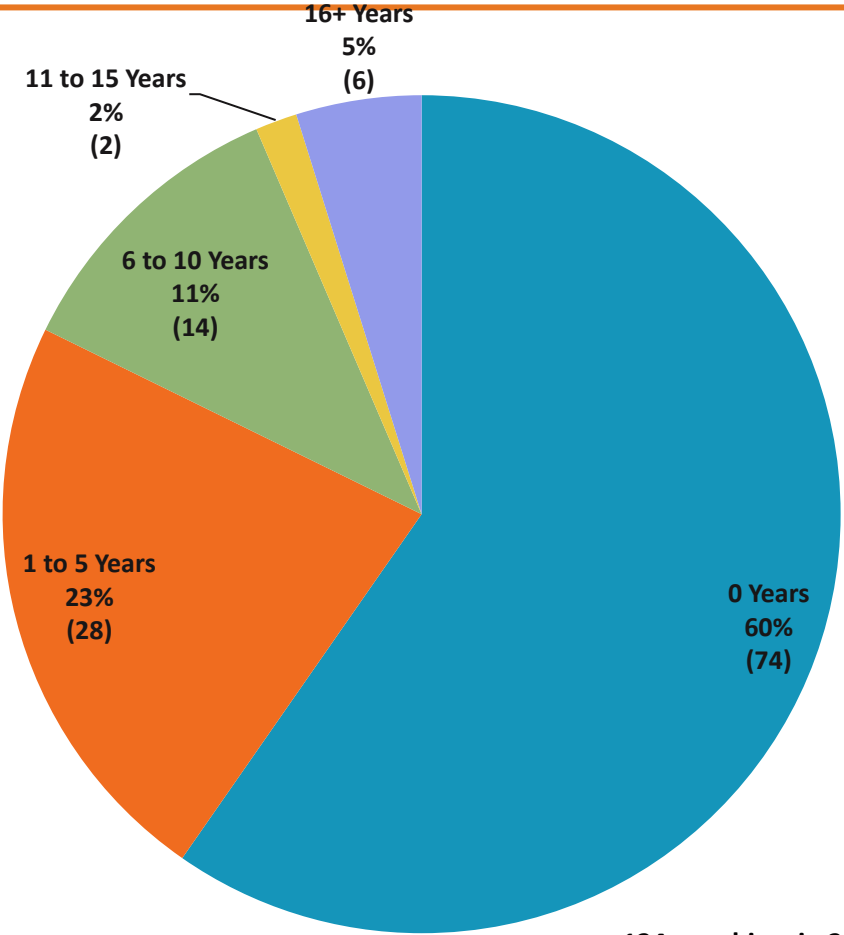


2024-2025
985 Teachers

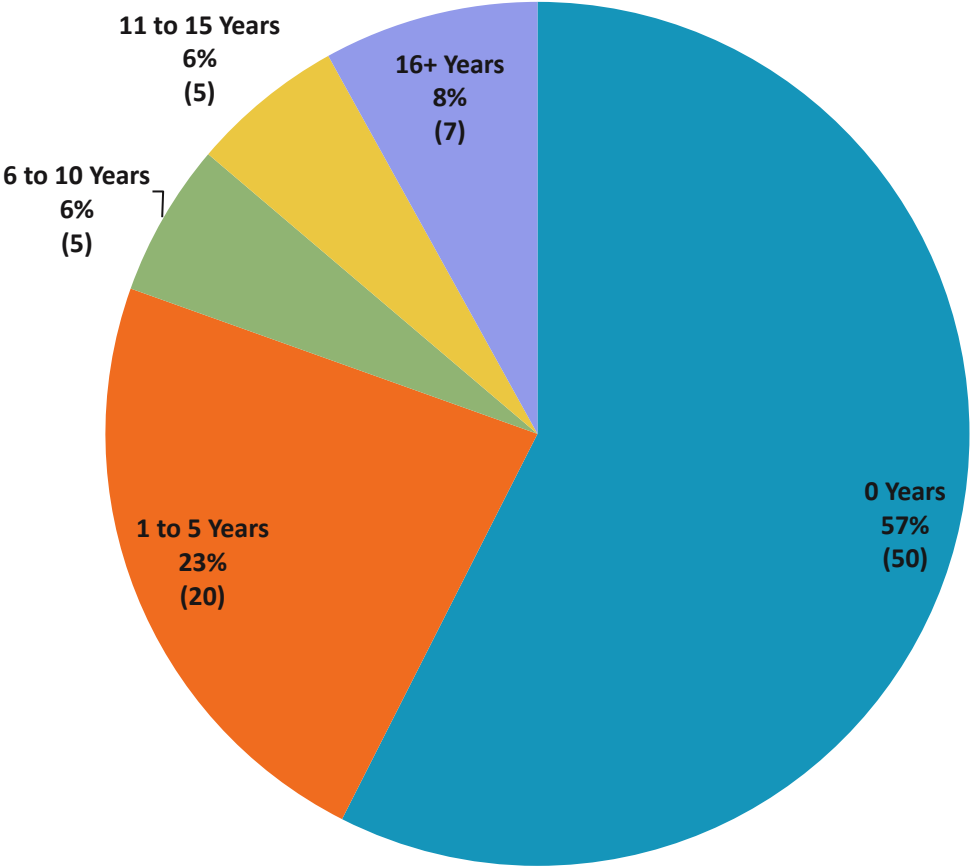


2025-2026
902 Teachers

Teachers – New Hires



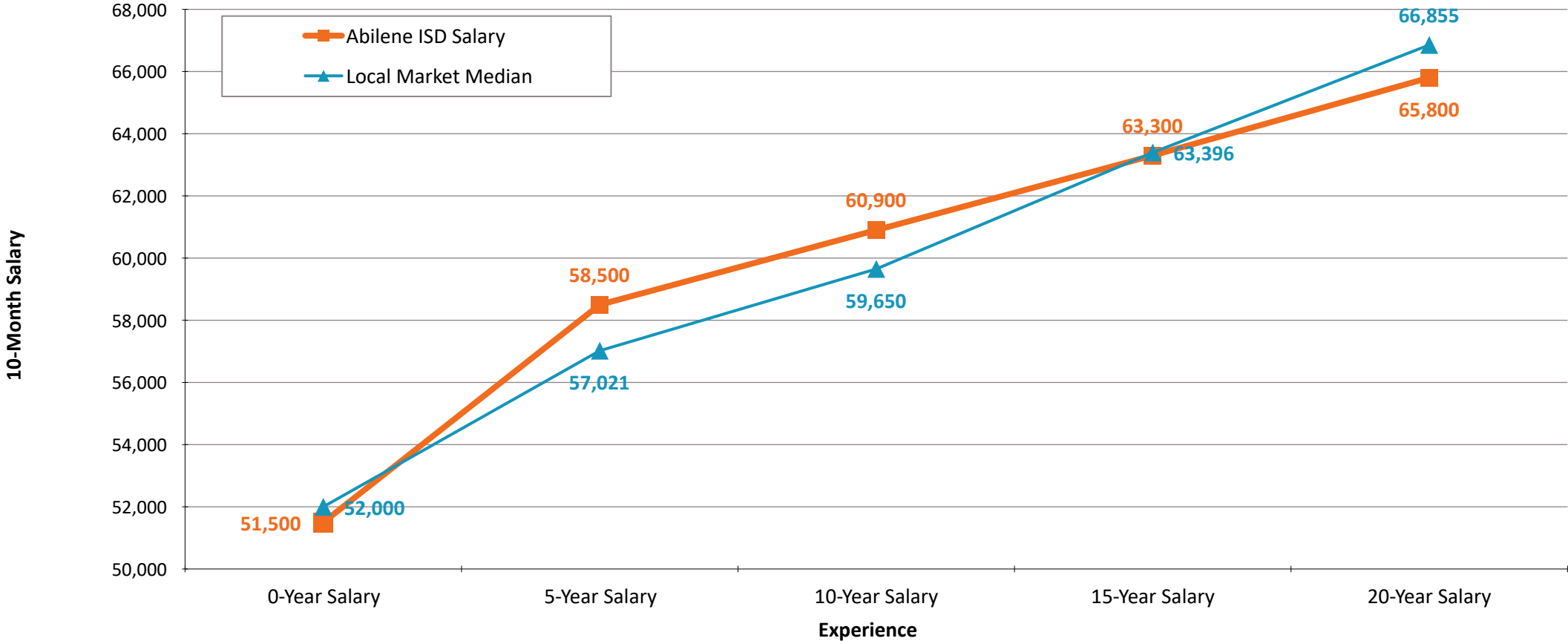
124 new hires in 2024-2025
13% of teachers



87 new hires in 2025-2026
10% of teachers

Teachers – Market Graph

Teacher Salary Plan, 2025-2026
Market Comparison



Teachers – Market Salaries

	0 - Years	5 - Years	10 - Years	15 - Years	20 - Years	Average Salary
Abilene ISD Salary	\$51,500	\$58,500	\$60,900	\$63,300	\$65,800	\$60,022
Local Market Median	\$52,000	\$57,021	\$59,650	\$63,396	\$66,855	\$60,668
Percent of Market	99%	103%	102%	100%	98%	99%
Difference from Market	(\$500)	\$1,479	\$1,250	(\$96)	(\$1,055)	(\$646)

Teachers – Market Stipends

Stipend	Abilene ISD	Median Stipend	Districts Reporting
Master's Degree – General	\$1,000	\$1,250	8 of 9
Secondary Math	--	\$2,050	8 of 9
Secondary Science	--	\$2,050	8 of 9
Special Education – High Needs	\$2,000	\$2,000	7 of 9
Special Education – High Needs	\$6,000	\$4,000	9 of 9
Bilingual	\$6,000	\$5,000	9 of 9

Exempt – Market Salaries

Pay Group	Employee Pay to Market	Pay Grade Midpoint to Market	Number of Benchmarks
District Leadership	100%	100%	5
District Administration	105%	107%	14
District Professional	96%	101%	8
Campus Administration	95%	100%	7
Campus Professional	98%	103%	14
Technology	93%	96%	13

Nonexempt – Market Salaries

Pay Group	Employee Pay to Market	Pay Grade Midpoint to Market	Pay Grade Minimum to Market	Number of Benchmarks
Instructional Support	92%	100%	94%	7
Clerical & Technical	97%	99%	97%	17
Student Nutrition	102%	103%	96%	5
Custodial	95%	97%	100%	5
Maintenance	89%	94%	99%	10
Transportation	101%	98%	99%	4

Recommendations

Recommendation 1

Implement pay structure adjustments to improve comparison to market

- Improved starting salaries
 - Clerical paraprofessional minimums increased by 7.9%
 - Auxiliary minimums increased by 3.7%

Recommendation 2 continued

Adopt a general pay increase (GPI) to maintain market position

- Model 1: 1% for all job groups (\$600 for teachers)
- Model 2: 2% for all job groups (\$1,200 for teachers)
- Model 3: 3% for all job groups (\$1,800 for teachers)
- For teacher structure, GPI calculated as a percentage of market median salary
- For other pay groups, GPI calculated as a percentage of employee's pay grade midpoint

Recommendation 3

Provide adjustments to address market differences and maintain equity

- Increase to 1 percent above minimum
- Teacher pay equity adjustments
- Placement scale adjustments

Recommendation 4

The district should consider conducting a full comprehensive pay review in 2026-27. The last comprehensive review was conducted in 2015-16. TASB HR Services has provided pay maintenance services to the district for the past 10 years.

Cost – Model 1 (1.0%)

Pay Group	Teacher Retention Allotment	General Pay Increase	Adjustments	Estimated Total Increase
Teachers	\$238,000	\$537,973	\$6,471	\$782,444
Administrative Professional	\$0	\$289,372	\$129,549	\$418,921
Information Technology	\$0	\$20,749	\$29,207	\$49,956
Clerical Paraprofessional	\$0	\$142,516	\$802,785	\$945,301
Auxiliary	\$0	\$112,363	\$234,119	\$346,482
Total	\$238,000	\$1,102,973	\$1,202,131	\$2,543,104
% of Current Costs	0.2%	1.0%	1.1%	2.4%

Cost – Model 2 (2.0%)

Pay Group	Teacher Retention Allotment	General Pay Increase	Adjustments	Estimated Total Increase
Teachers	\$238,000	\$1,075,784	\$107	\$1,313,891
Administrative Professional	\$0	\$578,619	\$105,808	\$684,427
Information Technology	\$0	\$41,428	\$20,568	\$61,996
Clerical Paraprofessional	\$0	\$285,768	\$692,951	\$978,719
Auxiliary	\$0	\$222,573	\$166,573	\$389,146
Total	\$238,000	\$2,204,172	\$986,007	\$3,428,179
% of Current Costs	0.2%	2.1%	0.9%	3.2%

Cost – Model 3 (3.0%)

Pay Group	Teacher Retention Allotment	General Pay Increase	Adjustments	Estimated Total Increase
Teachers	\$238,000	\$1,613,757	\$107	\$1,851,864
Administrative Professional	\$0	\$868,000	\$88,923	\$956,923
Information Technology	\$0	\$62,156	\$11,632	\$73,788
Clerical Paraprofessional	\$0	\$425,643	\$589,487	\$1,015,130
Auxiliary	\$0	\$334,936	\$108,289	\$443,225
Total	\$238,000	\$3,304,492	\$798,438	\$4,340,930
% of Current Costs	0.2%	3.1%	0.8%	4.1%

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