# Talent Management: 2022-2023 Compensation Manual

Raúl Peña August 23, 2022





# Compensation Review District Actions

2022-2023 School Year

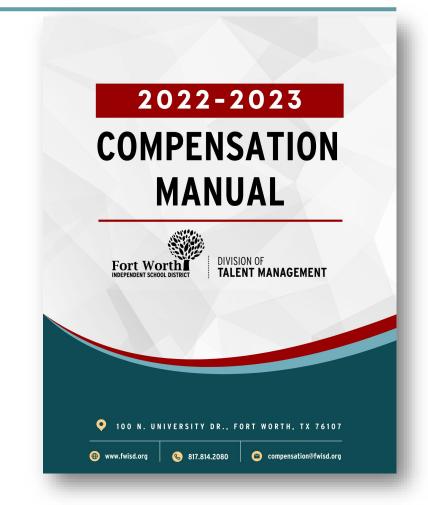


#### District Recommendation #1

TASB Recommendation	FWISD Recommendation
<ul> <li>Realign job groupings and condense pay plans</li> <li>Combine Instructional Programs and Campus Administrators</li> <li>Incorporate counselors, librarians, and nurses into Campus Professional Support</li> <li>Renumber all pay plans</li> </ul>	Implement 2022-2023

# Realign Job Groupings & Condense

- Fully redesigned Compensation Manual
- Campus Administrators now included in Instructional Programs
- Nurses incorporated into Campus Professional Support pay plan
- Counselors & Librarians remain on salary schedule for current school year



#### District Recommendation #2

TASB Recommendation	FWISD Recommendation
Retitle and reorganize jobs to create internal alignment and build logical career pathway progression within pay plans	Ongoing Work in Progress

# Employee Safeguards

Employees will receive 4% of midpoint of the new 2022-2023 paygrade, including those making more than the maximum of the paygrade.



### Career Progression & Pathways

#### Renamed or renumbered titles include:

- Administrative Associate
- Administrative Assistant
- Coordinator
- Director
- Executive Director
- Manager
- Painter
- Specialist
- Supervisor



#### Career Progression – Example A

#### **Current Practice**

- Employees in Administrative Associate IA title in two different pay grades (103 & 104)
- Employees in Administrative Associate IA title and Administrative Associate IIA in same pay grade (104)
- Job description titles include overlapping titles of Administrative Associate I, II, & III and Administrative Assistant I, II, III, & IV

#### **New Practice**

Realigned all job titles to simplify naming convention and create clear career pathway progression

- Administrative Assistant I (702)
- Administrative Assistant II (703)
- Administrative Assistant III (704)
- Administrative Assistant IV (705)
- Executive Assistant (706)
- Executive Assistant Sr (707)

#### Career Progression – Example A

# Administrative Support



#### **Retitled Positions**

2021-2022 Job Title	2021-2022 Pay Grade	2022-2023 Job Title	2022-2023 Pay Grade
Admn Assc I	103	Administrative Assistant I	702
Admn Assc I & II	104	Administrative Assistant II	703
Admn Assc III & Admn Asst I	105	Administrative Assistant III	704
Admn Asst II	106	Administrative Assistant IV	705
Admn Asst III	107	Executive Assistant	706
Admn Asst IV	108	Executive Assistant Sr	707

#### Career Progression – Example B

#### **Current Practice**

- Employees in Director I title and Director II in same pay grade (805, 904)
- Employees in Director II title in two different pay grades (805 & 806, 904 & 905)

#### **New Practice**

- Realigned all job titles to create clear career pathway progression
  - Director I (305 & 404)
  - Director II (307 & 405)

#### Career Progression – Example B

#### **District Leadership**



#### **Retitled Positions**

2021-2022 Job Title	2021-2022 Pay Grade	2022-2023 Job Title	2022-2023 Pay Grade
Director I & Director II	805, 904	Director I	305, 404
Director II	806, 905	Director II	307, 405

# District Recommendation #3

TASB Recommendation	FWISD Recommendation
Implement pay structure adjustments to align with market  • Strong starting salaries  • Midpoints aligned with market  • Improve educator career pathway	Ongoing Work in Progress

### Marketplace Alignment

- Thorough analysis of DFW Metroplex public and private sector marketplace
- Job value set with midpoint aligned to marketplace
- Increased job value for all pay grades
- Planned annual review to ensure FWISD remains competitive



# District Recommendation #4

TASB Recommendation	FWISD Recommendation
Adopt a general pay increase (GPI) to maintain market position, as well as adjustments to improve individual pay  • Ensure all employees are paid at least 1% above minimum rate  • Strategic adjustments to adjust pay closer to market and spread incumbent rates  • Teacher pay equity adjustments  • Placement scale adjustments	<b>Implement 2022-2023</b>

#### General Pay Increase

4% General Pay Increases for all employees applied using the proposed 2022-2023 midpoint



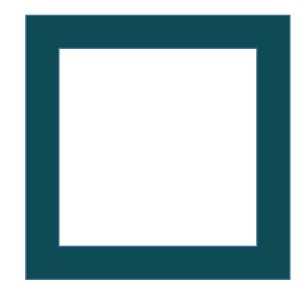
# General Pay Increase Example: Coordinator II – Business & Operations

# Coordinator III (Pay Grade 803) 4% of 2021-2022 Midpoint

2021-2022 Midpoint	\$74,286
4% Raise	\$2,971.44

# Coordinator II (Pay Grade 402) 4% of 2022-2023 Midpoint

2022-2023 Midpoint	\$75,369
4% Raise	\$3,014.76





#### Additional Recommendation

#### **Minimum Wage Adjustment**

- Full-time hourly employee pay will increase to a minimum rate of \$15 per hour
  - Affected pay grades will be adjusted accordingly
- Retain essential District employees in an increasingly competitive marketplace



# General Pay Increase Example: Campus Monitors

#### 2021-2022 Minimum Starting Pay

2021-2022 Salary	\$17,862
2021-2022 Hourly Rate	\$11.94/hour

#### **2022-2023 Minimum Starting Pay**

2022-2023 Salary	\$23,562
2022-2023 Hourly Rate	\$15.75/hour



# Supplemental Pay Review District Recommendations

2022-2023 School Year



#### **NEW!** District Recommendation

TASB Recommendation	FWISD Recommendation
<ul> <li>Significant updates across many areas</li> <li>Teacher Extra Duty Pay</li> <li>Bilingual Stipends</li> <li>Academics, Athletics, &amp; Fine Arts</li> <li>Substitutes</li> <li>Campus Safety &amp; Security</li> </ul>	Ongoing Work in Progress

#### Teacher Extra Duty Pay

Teacher extra duty pay raised from \$21 to \$35 per hour



#### Bilingual Counselors & Librarians

\$4,000 stipend to SBEC certified bilingual counselors & librarians



# Academics, Athletics & Performing Arts

Significant stipend increases to honor teacher time commitment and enhance District ability to attract and retain the best for our students.





# Substitute Daily Rates

Position	Requirements	21-22 Rate	22-23 Rate
Substitute Teacher	60 college hours	\$90	\$115
Substitute Teacher/Librarian/Nurse	Bachelor's Degree	\$100	\$122
Substitute Teacher	Bachelor's Degree & Certified	\$108	\$127
Substitute Teacher	Long-term beginning on day 11	\$130	\$137

Continuing teacher substitute incentives for high demand days when not in a long-term assignment:

- Mondays Additional \$5 per day
- Thursdays & Fridays Additional \$10 per day

### Campus Safety & Security

Off-Duty Police Officers: \$37 to \$42 per hour

Off-Duty Sergeants/Lieutenants: \$43.50 to \$48.50 per hour



# Proposed Implementation Action Plan

Fall 2022



### Implementation Timeline

Date	Action
August 23	2022-2023 Compensation Manual presented to Board
August 24	2022-2023 Compensation Manual released online
August 24-31	Create new salary structures within Munis
September 1-5	Initiate salary/title changes within Munis
September 5-15	Extensive auditing to finalize process
Mid-September	Employee specific compensation letters deployed

Chiefs to present approved changes to division employees: September 5-16

#### Personalized Assistance

Employees with questions can reach out for personalized assistance.

- Let's Talk portal
- Email compensation@fwisd.org
- Call Compensation 817.814.2080





# TALENT MANAGEMENT