

Talent Management: 2022-2023 Compensation Manual

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Fort Worth
INDEPENDENT SCHOOL DISTRICT




Compensation Review District Actions

2022-2023 School Year



District Recommendation #1

TASB Recommendation	FWISD Recommendation
<p>Realign job groupings and condense pay plans</p> <ul style="list-style-type: none">• Combine Instructional Programs and Campus Administrators• Incorporate counselors, librarians, and nurses into Campus Professional Support• Renumber all pay plans	 <p>Implement 2022-2023</p>

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
<p>Implement pay structure adjustments to align with market</p> <ul style="list-style-type: none">• Strong starting salaries• Midpoints aligned with market• Improve educator career pathway	<p>Ongoing Work in Progress</p>

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
<p>Adopt a general pay increase (GPI) to maintain market position, as well as adjustments to improve individual pay</p> <ul style="list-style-type: none">• 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	 A green-bordered box containing the text "Implement 2022-2023" in a bold, green, sans-serif font.

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

Significant updates across many areas

- Teacher Extra Duty Pay
- Bilingual Stipends
- Academics, Athletics, & Fine Arts
- Substitutes
- Campus Safety & Security

FWISD Recommendation

**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.



Fort Worth ISD
Visual and Performing Arts



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
	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