



SMARTER SCHOOL SPENDING

FOR STUDENT SUCCESS

2022-2023 Compensation Plan
Board of Education Meeting
Tuesday, June 28, 2022



2022-2023 Compensation Plan

District Recommendation

| 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> |
| <p>Retitle and reorganize jobs to create internal alignment and build logical career pathway progression within pay plans</p> | <p>Ongoing Work in Progress</p> |

District Recommendation

| 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> |
| <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 | <p>Implement 2022-2023</p> |

Teachers Salary Schedule

- Proposed Teachers Salary Schedule for Bachelor's Degree Only
- 4% increase calculated from the base Bachelor's Degree Salary
- Entry level (Year O) is \$60,000
- Stipends for Teachers for Masters or Doctorate will be **added** to the Proposed Base Salary
 - Proposed Teachers Master's Degree stipend is \$1,400 and Teachers Doctorate degree is \$3,000 (teacher will receive only one stipend –highest qualifying stipend)
 - Hold harmless provision for stipends will be implemented
- Safeguards for Teachers to be implemented

Safeguards for Teachers

Classroom Teacher Safeguards

- No employee will make less than 19-20 salary schedule
- Teachers beyond the salary schedule will receive 4% of their current salary

Nurses, Counselors, and Librarians

- Utilize the new Midpoint model within their pay level to calculate salary for 2022-23
- 4% from Midpoint Raise or 4% from current salary, whichever is higher
- Current stipends will be incorporated into their salary
 - No additional stipend for Masters or Doctorate
- Safeguards for Nurses, Counselors and Librarians to be implemented

Safeguards for Nurses, Counselors & Librarians

Paygrade Transition Safeguards

- No employee will make less than 19-20 salary schedule
- No employee makes less than 4% of current salary or 4% of midpoint, whichever is higher

Administrative, Operations, & Other Staff

- Utilize the new Midpoint model within their pay level to calculate salary for 2022-23
- 4% from Midpoint Raise
- Safeguards for Administrative, Operations and Other Staff to be implemented

Safeguards for Other Employee Groups

Other Employee Group Safeguards

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

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



Team Member Appreciation Incentive

Appreciation Incentive Recommendation

Incentive Aspiration:

- Reward commitment to the students of Fort Worth ISD
- Increase instructional consistency
- Retain employees through the entirety of the instructional calendar



Appreciation Incentive Recommendation

Full-Time Employees including 180-Day Substitutes

- Eligible employees must be working for the District from September 1, 2022 to May 26, 2023 to obtain the full incentive
- Partial payments in December and June
- \$2,000 for all eligible full-time employees including 180-day substitutes
 - \$1,000 payout in December and \$1,000 payout in June

**Funding Source ESSER III*

Appreciation Incentive Recommendation

Part-Time Employees

- Eligible employees must be working for the District from September 1, 2022 to May 26, 2023 to obtain the full incentive
- Partial payments in December and June
- \$1,000 for all eligible part-time employees
 - \$500 payout in December and \$500 payout in June

**Funding Source ESSER III*

Appreciation Incentive Recommendation

Substitutes

- Eligible employees must be working for the District 45 days each semester to obtain the full incentive
- Two half days will count as one whole day towards the incentive
- Partial payments in December and June
- \$1,000 for all eligible substitutes working at least:
 - 45 days between September 1 and December 9 (\$500 December payout)
 - 45 days between January 4 and May 26 (\$500 June payout)

**Funding Source ESSER III*

Alternative Proposal

Alternative Proposal for Compensation*

- What would the cost be if there was a varied pay increase as follows?:
 - Para-professionals and hourly employees @ 6%
 - Classroom teachers, librarians and counselors @ 5%
 - Campus administrators and district support staff (Coordinators and below) @ 4%
 - Central office administrators director and above @ 3%

*Received from Dr. Michael Ryan, Member, Board of Trustees on 6/6/22

Proposed Compensation Increase – Various off Mid-Point (Including Fringe)

Various Percent, Mid Point

| | <u>Percent</u> | <u>Current Pay</u> | <u>Proposed with Various % on Mid Point</u> | <u>Increase with Fringe</u> | <u>Employees</u> |
|---|----------------|--------------------|---|-----------------------------|------------------|
| Campus Admin & Dist Supp | 4% \$ | 118,399,541 | \$ 123,259,854 | \$ 5,394,947 | 1,995 |
| Central Office Admin | 3% \$ | 21,584,260 | \$ 22,355,544 | \$ 856,125 | 186 |
| Para-Prof & Hrly | 6% \$ | 64,115,260 | \$ 67,485,473 | \$ 3,740,937 | 1,976 |
| Teachers, Nurses, Librarians, Counselors | 5% \$ | 345,915,739 | \$ 364,761,479 | \$ 20,918,771 | 5,313 |
| Grand Total | \$ | 550,014,800 | \$ 577,862,350 | \$ 30,910,780 | 9,470 |

Note: General fund only.

Proposed Compensation Increase – Various, Base Salary (Including Fringe)

Various Percent on Base Salary

| | <u>Percent</u> | <u>Current Pay</u> | <u>Proposed with Various % on Base Salary</u> | <u>Increase with Fringe</u> | <u>Employees</u> |
|---|----------------|--------------------|---|-----------------------------|------------------|
| Campus Admin & Dist Supp | 4% \$ | 118,399,541 | \$ 123,135,523 | \$ 5,256,940 | 1,995 |
| Central Office Admin | 3% \$ | 21,584,260 | \$ 22,231,788 | \$ 718,756 | 186 |
| Para-Prof & Hrly | 6% \$ | 64,115,260 | \$ 67,962,176 | \$ 4,270,076 | 1,976 |
| Teachers, Nurses, Librarians, Counselors | 5% \$ | 345,915,739 | \$ 363,211,526 | \$ 19,198,324 | 5,313 |
| Grand Total | \$ | 550,014,800 | \$ 576,541,012 | \$ 29,444,095 | 9,470 |

Note: General fund only.

Questions?