



Community Budget Steering Committee

# Staffing and Compensation Sub-Committee

Facilitators:

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Dr. Kristin Leeper

October 17, 2023

Every student, teacher, and leader will meet or exceed their academic growth goals.

RICHARDSON ISD'S NORTH STAR GOAL



# Meeting Norms



- We will respect everyone's time by starting and ending on time
- Be present, limit side conversations
- Attendance matters
- Ask questions for clarification and to help avoid making assumptions
- Make sure everyone's voice is heard
- All voices count. All opinions are valid, offer reasoning behind your thinking
- Use your voice to support the work and communicate responsibly
- If you bring up a problem, bring up a solution

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**Staffing and Compensation –**  
Evaluate current campus and  
central staffing ratios and  
compensation schedules and  
make recommendations related to  
appropriate staffing levels.

# Agenda



- Welcome & Introductions
- Norms
- Compensation Discussion
  - Raise History
  - Raise Model Discussion
  - New Hire Salary Schedule
  - Peer district comparisons
- Benchmark Comparisons
- Impact of Double Blocking Schedules
- Impact of 6/8 vs. 7/8 period day
- Next Steps

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# Peer Districts



State-wide Peers (Most Like RISD)	North Texas (Competing with RISD)
Alvin	Allen
Denton	Carrollton-Farmers Branch
Ector County	Dallas
Humble	Frisco
Klein	Garland
Lamar Consolidated	McKinney
Lewisville	Mesquite
Mansfield	Plano
Midland	Rockwall
Pflugerville	Wylie (Collin County)
Spring Branch	

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# Salary Increase History

## Teaching Positions

For School Year	Days	Increase Amount
2023-2024	187	Salary scale increased. Current T-Types will receive the following % raise based on Total Experience or the appropriate step amount – whichever is higher. 1-4 years = 5.75%, 5-9 years = 7%, 10-15 years = 7.50%, 16+ years = 8%
2022-2023	187	Salary scale increased. Current T-Types will receive the following % raise based on Total Experience or the appropriate step amount – whichever is higher. 1-4 years = 4.25%, 5-9 years = 4.5%, 10-15 years = 4.75%, 16+ years = 5%
2021-2022	187	Salary scale increased. Current T-Types will receive the following % raise based on Total Experience or the appropriate step amount – whichever is higher. 1-5 years = 2%, 6-10 years = 2.25%, 11-15 years = 2.5%, 16-19 years = 2.75%, 20+ years = 3%
2020-2021	187	Salary scale increased. Current T-types will receive a 1% raise or the appropriate step amount – whichever is higher.
2019-2020	187	Salary scale increased. Current T-Types will receive the following % raise based on Total Experience or the appropriate step amount – whichever is higher. 1-5 years = 3.5%, 6-10 years = 3.85%, 11-15 years = 4.2%, 16-20 years = 4.6%, 21+ years = 5%
2018-2019	187	Salary scale increased. Current T-Types will receive a 2.5% raise or the appropriate step amount – whichever is higher. 0-1 have same starting salary.
2017-2018	187	Salary scale increased. Current T-types will receive a 3% raise or the appropriate step amount – whichever is higher.
2016-2017	187	Salary scale increased. Current T-types will receive a 3% raise or the appropriate step amount – whichever is higher.
2015-2016	187	Salary scale increased. Current T-types will receive a 3% raise or the appropriate step amount – whichever is higher.
2014-2015	187	Salary scale increased. Current T-types will receive a 3% raise or the appropriate step amount – whichever is higher.
2013-2014	187	Salary scale increased. Current T-types will receive a 5% raise or the appropriate step amount – whichever is higher.
2012-2013	187	Salary scale is same for 2012-13. T1 and TJ will receive step increase unless they are above the amount for that step. T2 and T3 will receive no step increase. A 2% one-time payment will be made to eligible employees in November 2012.
2011-2012	187	No increase. Salaries frozen. 2010-11 Teacher Salary Schedule for 2010-11 was decreased by \$300. Master & Doctorate scale was eliminated for new hires. Current T2 and T3 employees will be grandfathered.
2010-2011	187	2% increase of 2009-10 salary OR placement on new Teacher Salary Schedule for 2010-11 (whichever is higher)
2009-2010	187	2% increase of 2008-09 salary or placement on new Teacher Salary Schedule (whichever is higher)
2008-2009	187	\$1000 or placement on new Teacher Salary Schedule (whichever is higher)
2007-2008	187	\$1000 RISD increase plus \$350 state raise (calculated on WADA) or placement on new Teacher Salary Schedule (whichever is higher)
2006-2007	187	\$1000 RISD increase plus \$2000 state raise and \$500 health care supplement rolled in to salary
2005-2006	187	\$1000 or placement on new Teacher Salary Schedule (whichever is higher)
2004-2005	187	\$1003
2003-2004	187	\$788.75

# Salary Increase History

## Non-Teaching Positions

For School Year	Increase Amount
2023-2024	Exempt professional - 3%, Non-exempt paraprofessional, classified - 4.00%, custodial staff - \$3/hr. increase, licensed electricians, HVAC, and plumbers - 6%, special education aides - 6%
2022-2023	Eligible employees will receive a 4% increase or movement on the Salary Scale (whichever is higher).
2021-2022	Eligible employees will receive a 2% increase or movement on the Salary Scale (whichever is higher).
2020-2021	Eligible employees will receive a 1% increase or movement on the Salary Scale (whichever is higher).
2019-2020	Eligible employees will receive a 3.5% increase or movement on the Salary Scale (whichever is higher).
2018-2019	Eligible employees will receive a 2.5% increase or movement on the Salary Scale (whichever is higher). Existing Non-teacher salary scales were increased by 2.5%. Salary adjustments were made to Auxiliary and Paraprofessional pay grades so that all pay grades are equal to or greater than the market minimum for all job titles per TASB Salary Study.
2017-2018	Eligible employees will receive a 3% increase or movement on the Salary Scale (whichever is higher). Existing Non-teacher salary scales were increased by 3%.
2016-2017	Eligible employees will receive a 3% increase or movement on the Salary Scale (whichever is higher). Existing Non-teacher salary scales were increased by 3%.
2015-2016	Eligible employees will receive a 3% increase or movement on the Salary Scale (whichever is higher). Existing Non-teacher salary scales were increased by 3%.
2014-2015	Eligible employees will receive a 3% increase or movement on the Salary Scale (whichever is higher). Existing Non-teacher salary scales were increased by 3%.
2013-2014	Eligible employees will receive a 5% increase or movement on the Salary Scale (whichever is higher). Existing Non-teacher salary scales were increased by 5%.
2012-2013	Salaries frozen for all non-T-type employees. A 2% one-time payment will be made to eligible employees in November 2012.
2011-2012	Salaries frozen for all non-T-type employees.
2010-2011	2% for all non-T-type employees OR movement on the Salary Scale (whichever is higher)
2009-2010	3.25% for paraprofessionals, auxiliary & non-supervisory/managerial positions. 2.75% for administrators and supervisory/managerial positions OR movement on the Salary Scale (whichever is higher)
2008-2009	3.5% for paraprofessionals, auxiliary & non-supervisory/managerial positions. 2.75% for administrators and supervisory/managerial positions OR movement on the Salary Scale (whichever is higher)
2007-2008	4% for paraprofessionals, auxiliary & non-supervisory/managerial positions. 2.5% for administrators and supervisory/managerial positions OR movement on the Salary Scale (whichever is higher)
2006-2007	4% for paraprofessionals, auxiliary & non-supervisory/managerial positions. 2% for administrators and supervisory/managerial positions OR movement on the Salary Scale (whichever is higher) \$500 state health care supplement for eligible employees is rolled into salary.
2005-2006	2% or movement on Salary Scale (whichever is higher)
2004-2005	2% or movement on Salary Scale (whichever is higher)
2003-2004	2% or movement on Salary Scale (whichever is higher)

# Compensation - Raise Model Example

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<b>Raise Model</b>	<b>Teacher 1 <i>Min</i></b>	<b>Teacher 1290 <i>Midpoint</i></b>	<b>Teacher 2580 <i>Max</i></b>	<b>Estimated District Cost</b>
Current salary	\$60,000	\$75,910	\$89,110	
% of employee Salary	\$3,000 (5%)	\$5,314 (7%)	\$7,129 (8%)	\$15,443
5% of midpoint	\$3,796	\$3,796	\$3,796	\$11,388



# Processing Activity



Feedback & Brainstorming Student Staff Ratio: Turn and Talk:

- What conclusions/ideas can you draw about what we just learned and why is this information important?
  
- What information most resonated with you?

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# Current Salary Schedule Structure



## *EXAMPLES*

- T-Type
- Professional
- Paraprofessional
  
- Peer Districts

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# Current Schedule Structure (T-Type)



## New Hire Pay Plans

### New Teacher Hiring Schedule

#### 2022-2023 New Hire Salary Guide for Teachers, Librarians, and School Nurses

Years of Experience	New Hire Salary	Daily Rate 187 days	Daily Rate 191 days*
0	57,000	304.81	298.43
1	57,275	306.28	299.87
2	57,550	307.75	301.31
3	57,825	309.22	302.75
4	58,100	310.70	304.19
5	58,375	312.17	305.63
6	58,650	313.64	307.07
7	58,925	315.11	308.51
8	59,200	316.58	309.95
9	59,475	318.05	311.39
10	59,750	319.52	312.83

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# Current Schedule Structure (Professional)



## Professional Support Pay Plan

<b>PROFESSIONAL SUPPORT STAFF</b>					
<b>Job Title</b>	<b>Pay Grade</b>	<b>Maximum Days Required</b>	<b>Experience Level</b>	<b>Annual Salary</b>	<b>Daily Rate</b>
<b>Behavior Specialist</b>	AUI	190	0	68,400	360.00
		190	1	70,562	371.38
		190	EC	72,724	382.76
<b>Central Testing Coordinator</b>	AVJ	187	0	60,052	321.13
<b>Outreach Program Specialist - Campus</b>		187	1	62,180	332.51
<b>Program Specialist II</b>		187	EC	64,307	343.89
<b>Occupational Therapist</b>	AVI	190	0	61,015	321.13
<b>Physical Therapist</b>		190	1	63,177	332.51
<b>Program Specialist II</b>		190	EC	65,339	343.89
<b>SEL Counselor</b>					
<b>New Hire Scale for First Year in District</b>	AVI-1	194	0	61,015	314.51
		194	1	63,177	325.66
		194	EC	65,339	336.79

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# Current Schedule Structure (Paraprofessional)



<b>Immigrant Liaison</b>	POJ	187	0	24,310	130.00
		187	EC	24,714	132.16
<b>Technical Assistant (CAI Lab)</b>	PCJ	187	0	28,310	151.39
		187	EC	28,714	153.55
<b>Secretary III</b>	PNJ	187	0	23,906	127.84
		187	EC	24,310	130.00
<b>Student Data Specialist</b>	PBJ	187	0	26,389	141.12
<b>Additional Allocation at HS</b>		187	EC	26,791	143.27
<b>Student Data Specialist - Elem/JH</b>	PNL	197	0	27,801	141.12
		197	EC	28,224	143.27
<b>Secretary III</b>	PNN	207	0	26,463	127.84
		207	EC	26,910	130.00

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# Peer Districts



EVERY CHILD. EVERY TEACHER. EVERY LEADER. EVERY DAY.

## Pay Grade 3

Days	Minimum	Midpoint	Maximum
210	\$75,000	\$95,000	\$115,000
226	\$77,000	\$97,000	\$117,000

1094 KEOM Station Supervisor (226)

2014 Assistant Principal - HS (226)

2027 Assistant Principal HS- Title 1 Student Success (210)

2028 Assistant Principal HS (210)

2033 Assistant Dean Vanguard (226)

### PROFESSIONALS

The pay rates in these pay scales equate to the minimum and median (midpoint) daily rate for the pay grade. Actual salaries for employees within this pay grade will vary based on the number of days in the employee's contract.

PAY GRADE	RATE TYPE	MINIMUM	MIDPOINT
<b>INSTRUCTIONAL PROFESSIONALS</b>			
IPE	Daily	\$328.80	\$394.55
<b>ADMINISTRATIVE PROFESSIONALS</b>			
101	Daily	\$263.50	\$316.00
102	Daily	\$286.50	\$343.50
103	Daily	\$311.50	\$373.50
104	Daily	\$336.50	\$403.50
105	Daily	\$359.50	\$431.50
106	Daily	\$393.00	\$471.50

### ADMINISTRATORS

Administrators and Principals are compensated using a stepped pay scale. New Administrators are hired in at a salary equivalent to zero years of experience, and their salary increases incrementally with each year until they reach "experienced" pay. Candidates with one or more years of experience in an equivalent position may be hired in at their relative experience.

#### ANNUAL SALARY

PAY GRADE	0 YEARS	1 YEAR	2 YEARS	EXPERIENCED
<b>CENTRAL OFFICE ADMINISTRATORS</b>				
108	\$107,500	\$112,500	\$117,500	\$122,500
110	\$127,500	\$132,500		\$137,500
111	\$142,500	\$147,500		\$152,500
112	Minimum \$165,000			
113	Minimum \$200,000			
114	Minimum \$225,000			
<b>PRINCIPALS</b>				
500	\$87,500	\$92,500	\$97,500	\$102,500
501	\$95,500	\$100,500	\$105,500	\$110,500
502	\$98,000	\$103,000	\$108,000	\$113,000
503	\$117,500	\$122,500	\$127,500	\$132,500

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# Peer Districts



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PG02

Daily \$340.17 \$403.09 \$466.01

- Accountant
- Athletic Trainer
- Counselor
- Diagnostician
- Facilitator - STEAM
- Licensed Specialist in School Psychology
- Manager Concessions & Operations
- Occupational Therapist
- Physical Therapist
- Senior Assistant Project Manager
- Specialist - Assistive Technology
- Specialist - Behavior
- Specialist - ELL
- Specialist - Learning Support
- Specialist - LRE Program
- Specialist - Operations Compliance
- Speech-Language Pathologist

### 2023-2024 Administrative Professional Pay Plan Garland ISD

106		
	Assistant Principal (Elementary)	215
	Assistant Principal Prekindergarten	215
	Early Childhood Coordinator Title I	226
	Instructional Leadership Specialist	203
	Occupational Therapist	188, 193
	Physical Therapist	188
	Safety And Training Manager	226

\*Annual amounts are based on 7.5 hours per day.

	Daily	\$354.00	\$425.64	\$497.28	\$8.51
188 Days	66,552	80,020	93,489	1,600	
193 Days	68,322	82,149	95,975	1,642	
203 Days	71,862	86,405	100,948	1,728	
215 Days	76,110	91,513	106,915	1,830	
226 Days	80,004	96,195	112,385	1,923	

107		
	Academic Success Coordinator	226
	Assistant Principal (Alternative Education Center)	220
	Assistant Principal (Jackson Tech Center & Memorial Pathway Academy)	225
	Assistant Principal (Middle School)	225
	At Risk Administrator	226
	Attendance Administrator	226
	Audiologist SPED	202
	AVID Coordinator Secondary	226
	Cash Manager	226
	Coordinator 504 SPED	226
	Coordinator Accelerated Learning	226

	Daily	\$371.70	\$446.92	\$522.14	\$8.94
202 Days	75,083	90,278	105,472	1,806	
220 Days	81,774	98,322	114,871	1,967	
225 Days	83,633	100,557	117,482	2,012	
226 Days	84,004	101,004	118,004	2,020	

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# Benchmark Comparisons



- Choose specific positions to review salary ranges compared to list of "like" districts
- *Guiding Question:* Where do we want RISD to be in relation to the "market"?
  - Above – Leading the group of districts for the positions reviewed
  - Average – Within an acceptable range of the average (+/- 10%)
  - Below – typically below benchmark markets in most positions
- Restructuring Models





# Prior Market Adjustments



- Bus Drivers
- Bus Monitors
- Custodial Staff
- SDS
- Special Education Paraprofessional Stipends
- Bilingual Stipends
- Adding Strength & Conditioning Coaches
- Stratified Pay Increases for T-types
- TA model (Campus to Central)
- ESL Instructional Model

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# Impact of Double Block

	1st Period	2nd Period	3rd Period	4th Period
A-Day	Freshman Football		Planning	History (25 students)
A-Day	Freshman Football	History (25 students)	Planning	History (25 students)

## NOTES:

- Four periods = Full school day
- Teachers receive conference period on B-Days
- For 2024-2025: Single Block Sub-Varsity/Athletics and Fine Arts

# Impact of 6/8 vs. 7/8

	1st/2nd Period	3rd/4th Period	5th/6th Period	7th/8th Period
A-Day	Algebra I	Algebra I (Pre-AP)	Personal Conference	Algebra I
B-Day	PLC	Algebra I	Algebra I (Pre-AP)	Algebra I

	1st/2nd Period	3rd/4th Period	5th/6th Period	7th/8th Period
A-Day	Algebra I	Algebra I (Pre-AP)	Personal Conference	Algebra I
B-Day	Algebra I	Algebra I	Algebra I (Pre-AP)	Algebra I

Estimated total cost saving = \$1million per HS  
 Overall \$8-10 million 7-12th grade

# Considerations & Implications



- Staff Morale
- Retention
- Recruitment
- Loss of PLC culture
- More efficient class sizes
- Less Singletons at Secondary level
- Increase schedule flexibility
- Duty implications
- Teacher Stamina

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# Reflection



- Complete the sentence stem on your sticky
  - Of everything I have learned today, I can generally say\_\_\_\_\_.
  - The connections I can make between staffing and compensation are\_\_\_\_\_.

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# Committee Next Steps



- Create committee Recommendations at November meeting
- Appoint committee spokespeople (2) at November meeting

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# November 14th Meeting

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Helpful information includes:

- Location – Arzell Ball Center,  
Rooms 201 - 203
- Time – 6:00 p.m.
- Continue Sub-committee work

# THANK YOU!



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