Salary Information

Human Resource Services

April 25, 2013

Market Comparison Districts

LOCAL	PEER
Austin	Clear Creek
Eanes	Conroe
Georgetown	Humble
Hays	Katy
Leander	Klein
Manor	Lewisville
Pflugerville	

2012-2013 Teacher Market Data - Local

District	ESC	Enroll	Teacher Count	0-Year Salary	5-Year Salary	10-Year Salary	15-Year Salary	20-Year Salary	Schedule Maximum	Highest Exp Step	Average Teacher Salary
ROUND ROCK ISD	13	46,547	3,042	42,300	45,125	47,143	49,169	52,979	63,022	30	48,486
Market Median		16,449	1,017	41,400	43,463	45,477	47,741	51,516	60,491	32	46,591
Comparison to Median				102.2%	103.8%	103.7%	103.0%	102.8%	104.2%		104.1%
Dollar Difference				900	1,663	1,667	1,428	1,463	2,531		1,895
AUSTIN ISD	13	87,800	5,753	43,286	43,595	44,522	47,303	50,393	63,989	40	47,401
EANES ISD	13	7,824	536	41,400	43,600	46,600	49,600	52,600	63,100	36	49,512
GEORGETOWN ISD	13	10,400	735	41,000	43,330	46,055	46,555	50,285	57,955	30	49,281
HAYS CISD	13	16,449	1,017	39,875	41,725	44,298	47,928	51,023	58,516	34	45,782
LEANDER ISD	13	34,261	2,624	42,500	44,935	47,053	49,079	53,290	61,935	30	43,599
MANOR ISD	13	7,600	515	42,300	43,142	44,898	47,554	52,009	60,491	30	44,800
PFLUGERVILLE ISD	13	23,173	1,475	41,000					57,350		

* Reported salary amounts are for 10-month teachers with bachelor's degree.

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2012-2013 Teacher Market Data - Peer

District	ESC	Enroll	Teacher Count	0-Year Salary	5-Year Salary	10-Year Salary	15-Year Salary	20-Year Salary	Schedule Maximum	Highest Exp Step	Average Teacher Salary
ROUND ROCK ISD	13	46,547	3,042	42,300	45,125	47,143	49,169	52,979	63,022	30	48,486
Market Median		49,122	3,272	45,625	47,310	49,113	51,163	54,019	65,359	26	51,135
Comparison to Median				92.7%	95.4%	96.0%	96.1%	98.1%	96.4%		94.8%
Dollar Difference				-3,325	-2,185	-1,970	-1,994	-1,040	-2,337		-2,649
CLEAR CREEK ISD	04	39,800	2,674	44,600	45,487	47,022	49,648	52,665	66,475	49	49,648
CONROE ISD	06	53,409	3,435	46,000	47,310	49,113	51,163	54,019	58,390	25	50,579
HUMBLE ISD	04	36,837	2,656	45,000	46,100	47,600	49,835	53,516	57,493	26	49,057
KATY ISD	04	64,059	4,108	45,500	47,752	49,552	52,400	56,329	70,475	40	51,691
KLEIN ISD	04	46,760	3,108	45,750					64,242		52,153
LEWISVILLE ISD	11	51,484	3,672	47,500	48,498	49,499	51,828	55,196	69,000	25	52,280

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Market Impact with no Pay Raise

District	Potential Increase %	Teacher Count	0-Year Salary	5-Year Salary	10-Year Salary	15-Year Salary	20-Year Salary	Schedule Maximum
ROUND ROCK ISD	0%	3,042	42,300	44,825	46,835	48,446	52,028	62,682
Market Median		1,017	41,400	44,251	46,616	48,935	52,801	61,701
Comparison to Median			102.2%	101.3%	100.5%	99.0%	98.5%	101.6%
Dollar Difference			900	574	219	-489	-773	981
AUSTIN ISD	1%	5,753	43,286	44,031	44,967	47,776	50,897	64,629
EANES ISD	2%	536	41,400	44,472	47,532	50,592	53,652	64,362
GEORGETOWN ISD	3%	735	41,000	44,630	47,437	47,952	51,794	59,694
HAYS CISD	3%	1,017	39,875	42,977	45,627	49,366	52,554	60,271
LEANDER ISD	1%	2,624	42,500	45,384	47,524	49,570	53,823	62,554
MANOR ISD	2%	515	42,300	44,005	45,796	48,505	53,049	61,701
PFLUGERVILLE ISD		1,475	41,000					57,350

* Reported salary amounts are for 10-month teachers with bachelor's degree.

NOTE: Potential increase % and salaries are estimated based on preliminary input from districts and will not be finalized until the outcome of legislation.

Market Impact with 1.5% Pay Raise

District	Potential Increase %	Teacher Count	0-Year Salary	5-Year Salary	10-Year Salary	15-Year Salary	20-Year Salary	Schedule Maximum
ROUND ROCK ISD	1.5%	3,042	42,500	45,575	47,585	49,196	52,778	63,432
Market Median		1,017	41,400	44,251	46,616	48,935	52,801	61,701
Comparison to Median			102.7%	103.0%	102.1%	100.5%	100.0%	102.8%
Dollar Difference			1,100	1,324	969	261	-23	1,731
AUSTIN ISD	1%	5,753	43,286	44,031	44,967	47,776	50,897	64,629
EANES ISD	2%	536	41,400	44,472	47,532	50,592	53,652	64,362
GEORGETOWN ISD	3%	735	41,000	44,630	47,437	47,952	51,794	59,694
HAYS CISD	3%	1,017	39,875	42,977	45,627	49,366	52,554	60,271
LEANDER ISD	1%	2,624	42,500	45,384	47,524	49,570	53,823	62,554
MANOR ISD	2%	515	42,300	44,005	45,796	48,505	53,049	61,701
PFLUGERVILLE ISD		1,475	41,000					57,350

* Reported salary amounts are for 10-month teachers with bachelor's degree.

NOTE: Potential increase % and salaries are estimated based on preliminary input from districts and will not be finalized until the outcome of legislation.

Market Impact with 2% Pay Raise

District	Potential Increase %	Teacher Count	0-Year Salary	5-Year Salary	10-Year Salary	15-Year Salary	20-Year Salary	Schedule Maximum
ROUND ROCK ISD	2%	3,042	42,500	45,825	47,835	49,446	53,028	63,276
Market Median		1,017	41,400	44,251	46,616	48,935	52,801	61,701
Comparison to Median			102.7%	103.6%	102.6%	101.0%	100.4%	102.6%
Dollar Difference			1,100	1,574	1,219	511	227	1,575
AUSTIN ISD	1%	5,753	43,286	44,031	44,967	47,776	50,897	64,629
EANES ISD	2%	536	41,400	44,472	47,532	50,592	53,652	64,362
GEORGETOWN ISD	3%	735	41,000	44,630	47,437	47,952	51,794	59,694
HAYS CISD	3%	1,017	39,875	42,977	45,627	49,366	52,554	60,271
LEANDER ISD	1%	2,624	42,500	45,384	47,524	49,570	53,823	62,554
MANOR ISD	2%	515	42,300	44,005	45,796	48,505	53,049	61,701
PFLUGERVILLE ISD		1,475	41,000					57,350

* Reported salary amounts are for 10-month teachers with bachelor's degree.

NOTE: Potential increase % and salaries are estimated based on preliminary input from districts and will not be finalized until the outcome of legislation.

7-Year History – Teacher Pay

School Year	Pay Increase Amount	Pay Increase Average %	0 Year Salary Bachelor's	30 Year Salary Bachelor's
2012-2013	$1,500	3.15%	$42,300	$61,022
2011-2012	$0	0%	$41,825	$60,228
2010-2011	$1,000	2.00%	$42,000	$60,887
2009-2010*	$1,000-$1,825	3.77%	$41,825	$60,259
2008-2009	$1,500	3.3%	$41,000	$59,434
2007-2008	$2,100	4.9%	$40,000	$58,182
2006-2007*	$3,500	8.5%	$37,500	$56,440

* Legislative mandate

RRISD Pay Grades

Pay Grades	Type	Examples
101 – 112	Administrative/ Professional (Salaried/Exempt)	Assistant Principal, Principal, Coordinator, Director, Assistant Superintendent
201 – 211	Admin & Instructional Support (Hourly/Non-Exempt)	Ed Assistant, Admin Associate, Attendance Specialist, Registrar, Executive Assistant
301 – 313	Operations Support (Hourly/Non-Exempt)	Bus Driver, Custodian, Crossing Guard, Hall Monitor, Plumber, HVAC Mechanic

Historical Average Salary Increase %

Year	Teacher, RN, Libr	Couns & Lic Prof	PG 101-112	PG 201-211	PG 301-331
2012-13	3.15%	2.79%	3.04%	3.33%	3.17%
2011-12	0%	0%	0%	0%	0%
2010-11	2.00%	1.77%	1.97%	2.26%	2.19%
2009-10	3.77% *	3.33% *	1.88%	2.14%	2.01%
2008-09	3.30%	2.80%	3.10%	3.40%	3.20%
2007-08	4.90%	4.10%	4.30%	5.50%	4.80%
2006-07	8.50% *	13.50% *	3.90%	4.20%	3.80%
7-Yr Avg	**3.66%**	**4.04%**	**2.60%**	**2.98%**	**2.74%**

* Legislative mandate

Teacher, RN, Librarian (1.5%)	Estimated Staff	Estimated Cost
Adjust starting salary to $42,500		
Give **$750** general pay increase to eligible full-time employees	3367	$2,460,277.50

Teacher, RN, Librarian (2%)	Estimated Staff	Estimated Cost
Adjust starting salary to $42,500		
Give **$1,000** general pay increase to eligible full-time employees	3367	$3,280,370.00

Counselor & Other Licensed Professional (1.5%)	Estimated Staff	Estimated Cost
Adjust starting salary to $47,500		
Give **$750** general pay increase to eligible full-time employees	220	$160,425.00

Counselor & Other Licensed Professional (2%)	Estimated Staff	Estimated Cost
Adjust starting salary to $47,500		
Give **$1,000** general pay increase to eligible full-time employees	220	$213,900.00

Pay Grades 101-112	Estimated Staff	Estimated Cost
Give general pay increase of **1.5%** of range midpoint	314	$317,430.63

Pay Grades 101-112	Estimated Staff	Estimated Cost
Give general pay increase of **2%** of range midpoint	314	$426,612.58

Pay Grades 201-211	Estimated Staff	Estimated Cost
Give general pay increase of **1.5%** of range midpoint	754	$283,413.87

Pay Grades 201-211	Estimated Staff	Estimated Cost
Give general pay increase of **2%** of range midpoint	754	$376,921.74

Pay Grades 301-313	Estimated Staff	Estimated Cost
Give general pay increase of **1.5%** of range midpoint	957	$320,131.85

Pay Grades 301-313	Estimated Staff	Estimated Cost
Give general pay increase of **2%** of range midpoint	957	$431,585.72

Pay Increase Estimated Costs

Group	1.5%	2.0%
Teach, RN, Lib	$2,460,277.50	$3,280,370.00
Couns, Lic Prof	$160,425.00	$213,900.00
PG 101-112	$317,430.63	$426,612.58
PG 201-211	$283,413.87	$376,921.74
PG 301-313	$320,131.85	$431,585.72
TOTAL	**$3,541,678.85**	**$4,729,390.04**

Employee Group	General Fund (19*)	Grants & Other Funding Sources
Teach, RN, Lib	96.20%	3.80%
Couns, Lic Prof	98.69%	1.31%
Pay Grades 101-112	93.07%	6.93%
Pay Grades 201-211	89.26%	10.74%
Pay Grades 301-313	81.03%	18.97%

Group	1.5% Gen Fund	2.0% Gen Fund
Teach, RN, Lib	$2,366,786.96	$3,155,715.94
Couns, Lic Prof	$158,323.43	$211,097.91
PG 101-112	$295,432.69	$397,048.33
PG 201-211	$252,975.22	$336,440.35
PG 301-313	$259,402.84	$349,713.91
TOTAL	**$3,332,921.13**	**$4,450,016.43**

Position Reclassifications

- A position may be promoted to a higher pay grade based on sustained increase in job responsibilities or changes in external job market.
- $50,000 - $100,000 is typically allocated for this expense each year.
- $100,000 is proposed for 2013-2014.