



# HR Update

# Compensation

May 1, 2017



# Retention Overview

- Continues to be a challenge across the state of Texas and the nation
- Factors contributing to turnover
  - Taking a position closer to home (28%)
  - Regular Retirement (20%)
  - Career Advancement (15%)
  - Staying home with child (12%)
- Things we can control
  - Compensation/Salary/Stipends
  - Work climate and culture
  - Support
    - Class size/Discipline

# Turnover Rates

## 2014-2015

Teachers	Total # Separations	Turnover %
2577	411	15.95%

## 2015-2016

Teachers	Total # Separations	Turnover %
2580	395	15.31%

	2014-2015 Turnover	2015-2016 Turnover
Elementary Totals	17.01%	15.25%
Junior High Totals	15.66%	14.65%
High School Totals	13.78%	16.85%



# Compensation

- Salary Schedule
- Starting Salary
- Compression
- Health Insurance



# Salary Schedules

- Schedules for various positions
  - New Hire
    - Teacher
      - Level 0 – Level 25
    - Administrator, Campus, Central and Paraprofessional Staff
      - 0-1-2-Experience/Competency (EC) Levels of Experience



# Starting Salary

- 2016-2017 RISD starting salary \$50,865

<b>Texas</b>	<b>\$40,017</b>
Region 10	\$43,750
Benchmark Market Group	\$51,000
<b>RISD</b>	<b>\$50,865</b>



- Average Teacher Salaries\*

<b>Texas</b>	<b>\$43,875</b>
Benchmark Market Group	\$55,115
<b>RISD</b>	<b>\$53,967</b>

- Stipends\*

<b>Comparison Group</b>	<b>Bilingual</b>	<b>Self-Contained Spec. Ed.</b>	<b>Secondary Math/Science</b>
Texas	\$3,000	\$2,000	\$2,500
Benchmark Market Group	\$3,293	\$1,800	\$2,000
<b>RISD</b>	<b>\$4,000</b>	<b>\$2,000</b>	<b>\$2,000</b>

\* TASB



# Compression

- Can happen across employee types and across various salary schedules.
- In some organizations, certain departments or divisions may be relatively liberal with salary increases, market adjustments and promotions while others are not.
- Pay compression is the result of the market-rate for a given job outpacing the increases historically given by the organization to high tenure employees.





# Compression

- Occurs more often in larger districts
- RISD employee salaries do not fall below “New Hire” salary schedules\*
  - \*Except in circumstances when an employee did not meet performance expectations on appraisal
- Addressing compression will take a multi-year plan



# Health Insurance

- Legislature will impact District options
- Additional information and guidance expected in June
- Compensation implications



2016-17 TRS ActiveCare Premium Contributions by District

Benchmark District Contributions as of March 2017

Plan	COVERAGE	2016-17 PREMIUM	RISD	Allen	<sup>2</sup> Arlington	CFB	Clear Creek	Frisco	Garland	HEB	Irving	McKinney	Plano	Spring Branch
		<sup>3</sup> 1-HD Emp Only Employee Premium	63	1	86/71	79	61	16	16	116	0	35	82	25
1-HD	*Emp Only	341	278	340	255/270	262	280	325	325	225	341	306	259	316
1-HD	Emp & Spouse	914	278	340	255/270	262	325	325	325	225	341	306	259	564
1-HD	Emp & Child	615	278	340	255/270	262	305	325	325	225	341	306	259	415
1-HD	Family	1231	278	340	255/270	262	350	325	325	225	341	306	259	656
Select	Emp Only	484	278	340	255/270	262	280	325	325	225	341	306	259	398
Select	Emp & Spouse	1147	278	340	255/270	262	325	325	325	225	341	306	259	472
Select	Emp & Child	779	278	340	255/270	262	305	325	325	225	341	306	259	362
Select	Family	1361	278	340	255/270	262	350	325	325	225	341	306	259	581
<sup>1</sup> 2	Emp Only	645	325/360	340	255/270	262	280	325	325	225	341	306	259	464
2	Emp & Spouse	1552	325/360	340	255/270	262	325	325	325	225	341	306	259	628
2	Emp & Child	1042	386/421	340	255/270	262	305	325	325	225	341	306	259	392
2	Family	1597	325/360	340	255/270	262	350	325	325	225	341	306	259	571
HMO	Emp Only	530.16	278	340	255/270	262	n/a	325	325	225	341	306	259	n/a
HMO	Emp & Spouse	1192.82	278	340	255/270	262	n/a	325	325	225	341	306	259	n/a
HMO	Emp & Child	839.16	278	340	255/270	262	n/a	325	325	225	341	306	259	n/a
HMO	Family	1322.98	278	340	255/270	262	n/a	325	325	225	341	306	259	n/a

\* Opt 1HD - Emp Only is the most utilized plan currently amongst RISD employees

<sup>1</sup>RISD funds an added \$35 for staff in ActiveCare 2 with 10+ years of service.

<sup>2</sup>Arlington contributes \$235 for professional level staff/\$250 for support staff & \$20 additional contribution based on wellness program participation.

<sup>3</sup>Opt 1-HD Emp Only is the least expensive plan option and the most utilized amongst all ActiveCare participants statewide

# Staffing

- Collaborative with Curriculum & Instruction

# Staffing – Enrollment Growth

- Using enrollment numbers, projections and review of programming needs to determine staffing recommendations

# Staffing – Student/Program Needs

- General Education
- Special Education
- ESL/Bilingual
- Athletics

# Staffing – Administrative Need

- Administrative Need
  - Campus
  - Central



# Next Steps

1. Conduct salary study of all employee positions and pay scales
2. Propose starting teacher salary to \$51,000 to remain competitive\*
3. Monitor health insurance/TRS increases
4. Provide pay raise to employees
5. Request teacher allocations to address enrollment growth (Elem. & Sec.)
6. Request campus/central allocations to address administrative needs

\*Subject to change