

Pasadena Independent School District

Salary Schedule Overview

The District maintains a goal of having competitive salary schedules for its employees. Annual comparisons are made with area school districts to establish benchmark rates of pay for comparable jobs. In the process of budget development, salaries are given top budgetary consideration each year.

Each year's salary schedule is valid for placement for that year only. The old step method of advancing salaries does not apply. However, on some pay scales, the term "Step" is used as a point of reference corresponding to one's years of experience. Sometimes, employees mistakenly look at the salary schedule on a multi-year basis to determine their projected earnings in some future year. Again, the schedule for the year under review is only applicable for that year.

Movement from one pay grade to another occurs only if the individual is recommended for and receives a reclassification due to changing job responsibilities. The Board of Trustees approves all reclassifications, generally during budget development.

Types of Salary Schedules

The District uses six different salary schedules to determine base salaries for general groupings of employees. These schedules are:

- Teachers (includes peer facilitators, speech pathologists, nurses and librarians)
- Administrators
- Support - Exempt Personnel
- Support - Non-Exempt Personnel
- Paraprofessional & the Superintendent's Office Manager/Board Secretary
- PISD Police Department

Each salary schedule is composed of multiple pay grades. Each pay grade has a minimum, maximum and midpoint value.

How Salary Increases Are Computed

Salary increases are computed in a two-phase process. First, the senior staff determines, with guidance from the Board, the level to be granted in the General Pay Increase (GPI). In addition to the individual employee receiving the GPI, each pay grade is usually adjusted upward by a portion of the GPI. This helps ensure the pay grade itself keeps pace with the market. In general, the District grants increases based on the GPI percentage applied to the mid-point of the salary range. Therefore, everyone in that range gets the same dollar increase. Occasionally, the annual raise will be computed on a percentage applied "Across the Board." However, this process general occurs only once every few years. Any amount of the GPI not granted in the increase to the range will be granted in the employee's movement up on level, often referred to as the "Step," with the pay range. In addition to the GPI, individual positions within the range may receive "equity adjustments" to recognize corrections that are needed due to a variety of causes. These equity adjustments represent the second phase of the process. Any equity adjustments and/or deviations from the pay scales are reviewed closely by the administration and approved by the School Board.