SBISD 2017-2018 Salary Model Under the New Compensation Plan

On May 30, 2017, the SBISD Board of Trustees approved the SBISD 2017-2018 Compensation Plan, including a salary increase for all employees who have completed at least 90 Full Time Equivalent days in SBISD or in combination with days worked in another school district during the current school year. Specifically, Trustees approved a 3% of midpoint salary increase for all employees whose current salary falls below or between the minimum and maximum for their assigned pay range. Employees whose resulting salary falls below the minimum for their range receive an additional increase to bring their salary into their pay range. Employees whose current salary lies above the maximum for their assigned pay range will receive a 1% of midpoint salary increase.

We appreciate the Board of Trustees making an increased investment in salaries, despite an anticipated decline in total revenues of nearly $20 million next year, and no legislative action yet taken in the 85th Legislative Session to address the State’s continued underfunding of public education.

The information below is designed to help employees understand how the salary increases and new base pay for 2017-18 were determined. Employees eligible for the salary increase will each receive a personalized letter with their specific salary information.

**Did the Board Approve a Pay Increase for the 2017-18 School Year?**

Yes, the Board of Trustees approved a 3% of midpoint salary increase for all employees whose current salary falls below or between the minimum and maximum for the pay range for their job, an additional increase for employees whose resulting salary still falls below the minimum to their salary into their pay range. Trustees approved a 1% of midpoint salary increase for employees whose current salary is above the maximum of the pay range for their job.

**What are Pay Ranges?**

As a reminder, there are three components to the new pay system:

1. **Pay Grades.** Every job in SBISD has been assigned a pay grade. Jobs are grouped in these grades with jobs of the same or similar value.

2. **Pay Ranges.** Every pay grade has a range of pay from minimum to maximum. This is used as the guideline for setting and controlling individual pay rates. Pay ranges are posted on the SBISD Human Resources Intranet site at: [https://cms.springbranchisd.com/internal/Spring-Branch-ISD-Staff-Portal/Employee-Compensation](https://cms.springbranchisd.com/internal/Spring-Branch-ISD-Staff-Portal/Employee-Compensation)

3. **Control Points.** Every pay range has minimum, midpoint, and maximum values.

**How Was the New Base Pay Increase Calculated?**

2017-18 Base Pay increases are calculated as follows:
1. Step One is to apply the Board-approved pay increase percentage to the midpoint rate of your pay range, using this formula: 

\[(\text{Approved \%} \times \text{Midpoint of Range for Your Pay Grade}) + \text{Current Base Pay} = \text{New Base Pay}\]*

2. Employees whose resulting Base Pay is below the minimum for their pay range receive an additional increase to bring their 2017-18 Base Pay to .05% above the minimum for that pay range.

3. Employees whose current base pay is above the maximum for their pay range receive a one percent of midpoint raise.

*Every employee in the same pay range will receive the same minimum increase. For example, teachers will receive at least $1950 in additional Base Pay. For more information and examples, please visit the Compensation Intranet site noted above.

**What if My Pay is Above the Maximum or Below the Minimum?**

If your resulting pay is below the minimum rate for your pay range after applying the 3% of midpoint raise, you will receive an additional adjustment to increase your base pay to the minimum of the range. If your current pay is above the maximum rate, your pay will not be reduced. You will receive a one percent of midpoint increase for your pay range.

**Does Anyone Lose Money Under the New Compensation Plan?**

No employee’s base pay was reduced in the new compensation plan. However, an employee’s net pay may change due to changes in your benefits deduction, tax rate, or other payroll deductions such as charitable contributions.

**Why Don’t I Receive An Increase Based On My Current Pay?**

When pay increases are calculated as a percentage of an individual employee’s pay, each employee receives a different dollar amount and the pay disparity for job-alike roles continues to grow over time. Under that model, highest paid employees receive the largest pay increases and the lowest paid employees receive the smallest pay increases. The new model, where pay increases are based on a percentage of mid-point, is the industry standard and a more fair methodology to distribute pay increases.

**When Will I see the Pay Increase on My Check?**

The new salary will begin with the employee’s first paycheck for that employee’s duty calendar. Depending on the assigned duty calendar, this could be 7/16, 8/1, 8/16 or 9/1.

**Who is eligible for the Pay Increase?**

To receive an increase in pay, the employee must have completed at least 90 Full Time Equivalent days in the district or in combination with days completed in another school district during 2016-2017.
Compensation Plan Website:

https://cms.springbranchisd.com/internal/Spring-Branch-ISD-Staff-Portal/Employee-Compensation

Questions? hrcompensation@springbranchisd.com