

LONGVIEW ISD BOARD OF TRUSTEES

BOARD DOCUMENT

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| For: | Board of Trustees |
| Date: | August 10, 2020 |
| Action: | Approval of pay structure adjustments |

SUBJECT: Longview ISD Pay Structure Adjustments

SUMMARY: Consider approval of Longview Independent School District's pay structure adjustments per 2020 TASB Pay Systems Review.

RECOMMENDATION:

I recommend that the Board approve the submitted pay structure adjustments model summary per 2020 TASB Pay Systems Review.

CONTACT PERSON:

Dr. James Hockenberry
Assistant Superintendent of District Services

Longview ISD
Summary of Models, 2020-2021

| Model 1 - 2% GPI | | | |
|---------------------------------------|-----------------------------|---------------------------|-----------------------------|
| Pay Group | General Pay Increase | Adjustments | Estimated Total Increase |
| Teachers, Librarians, and Nurses (RN) | \$641,580 | \$2,486 | \$644,066 |
| Administrative/ Professional | \$238,270 | \$91,121 | \$329,391 |
| Clerical Technical | \$59,612 | \$29,096 | \$88,708 |
| Instructional Support | \$90,759 | \$25,292 | \$116,051 |
| Auxiliary | \$112,098 | \$57,313 | \$169,411 |
| Total % of Current Costs | \$1,142,319 2.0% | \$205,309 0.4% | \$1,347,628 2.4% |

| Model 2 - 3% GPI | | | |
|---------------------------------------|-----------------------------|---------------------------|-----------------------------|
| Pay Group | General Pay Increase | Adjustments | Estimated Total Increase |
| Teachers, Librarians, and Nurses (RN) | \$947,110 | \$2,486 | \$949,596 |
| Administrative/ Professional | \$357,536 | \$80,015 | \$437,551 |
| Clerical Technical | \$89,009 | \$23,272 | \$112,281 |
| Instructional Support | \$135,552 | \$18,654 | \$154,206 |
| Auxiliary | \$167,909 | \$41,546 | \$209,455 |
| Total % of Current Costs | \$1,697,116 3.0% | \$165,972 0.3% | \$1,836,088 3.3% |

| Model 3 - 4% GPI | | | |
|---------------------------------------|-----------------------------|---------------------------|-----------------------------|
| Pay Group | General Pay Increase | Adjustments | Estimated Total Increase |
| Teachers, Librarians, and Nurses (RN) | \$1,270,927 | \$2,486 | \$1,273,414 |
| Administrative/ Professional | \$476,645 | \$71,649 | \$548,294 |
| Clerical Technical | \$118,779 | \$19,114 | \$137,893 |
| Instructional Support | \$180,258 | \$15,974 | \$196,232 |
| Auxiliary | \$224,175 | \$31,038 | \$255,213 |
| Total % of Current Costs | \$2,270,784 4.0% | \$140,262 0.3% | \$2,411,046 4.3% |