

# **Texas Workers Alliance**

## **Overview of NISD's Mid-Point Pay Plan**

# NISD Mid Point Pay Plan Overview

Presented by Texas Workers Alliance

## Mid Point Pay System History:

- In the 1970's after a strong lobbying effort by several organizations, the mid-point system was implemented in most of Texas' school districts. Ironically this happened for most auxiliary employees but not teachers nor superintendents who were members of the same teacher organization who fought to keep the "Step System".

## What are the "Mid-Points" pay plans limitations?

- Creates Wage Compression: Lack of systematic market increases, allow for some new employees to earn comparable wages to their senior counter parts
- Creates Wage Stagnation: Wages lag behind due to lack of market systematic increases
- Devalues years of service; no longevity credit = no defined upward mobility process
- No defined pay step system like the teachers - stipends are limited and those in transportation were eliminated - no night differential pay.
- Creates too many inconsistencies, ultimately limiting adjustments to the market.
- No "Living Wage" standard for employees to earn enough to support their families. Almost 1,500 NISD employees earn less than \$15,000 per year.
- Infrequent pay analysis and comparisons. Currently, Southwest and Harlandale ISD mid point scale start and end at a higher rate of pay.
- No supplemental pay for certification, education, working out of classification
- The Mid Point creates a structural suppression, not a structural progression system like the teachers pay system.

# Pay Discrepancies in the NISD Pay Plan

Examples of pay discrepancies:

## G1 (Custodians)

<u>Hired</u>	<u>Yearly Pay</u>
1982	\$40,710 (\$15k more than 1987 employee, possible lateral transfer)
1987	\$25,634 (Compression – limited progression)
1990	\$25,634 (Compression = to 1987 Employee)
1992	\$25,634 (Compression = to 1987 Employee)
1994	\$28,307 (Value for experience, earns more than 1987-1992 employee)
1999	\$25,300 (only earns \$334 less than 1987, valued for experience?)
2001	\$22,690 (Normal differential, paid less than employee hired in 2006)
2002	\$21,417 (Normal differential, paid less than employee hired in 2006)
2005	\$20,727 (Normal differential, paid less than employee hired in 2006)
2006	\$24,390 (Earns more than employees hired in 2001-2005)

# Pay Discrepancies in the NISD Pay Plan

## G7 - Maintenance (Plumbers)

<u>Hired</u>	<u>Yearly Pay</u>
• 1986	\$52,750 (Normal differential)
• 2004	\$43,271 (Normal differential)
• 2005	\$46,319 (Value for experience; earns more than 2004 employees )

## G7 – Maintenance (Electricians)

<u>Hired</u>	<u>Yearly Pay</u>
• 1994	\$45,192 (Paid less than employees hired in 1996 and 1998)
• 1996	\$48,616 (Possibly advanced due to experience pay)
• 1998	\$48,616 (Possibly advanced due to experience pay)
• 2001	\$44,106 (Paid more than other 2001 hire; experience value possible)
• 2001	\$40,577 (Paid less than the other employee hired in 2001)

# Pay Discrepancies in the NISD Pay Plan

## F1 – Food Service Workers

<u>Hired</u>	<u>Yearly Pay</u>
• 1978	\$18,005
• 1984	\$17,141 (Compression, only earns \$13 more for 20 years experience)
• 1986	\$17,128
• 2004	\$17,128 (Earns \$13 less than 1984 employee)
• 2008	\$16,260 (Normal differential)

## Pay Discrepancies in the NISD Pay Plan - Transportation

**Elimination of H2/H5 Pay Grades cut into drivers and assistants pay. No other department eliminated stipends district wide.**

Date of Hire	Salary Today (HO4 Pay Grade – Bus Drivers)
1979	21,505.84 (Normal progression)
1986	19,317.94 (Earns less than employee hired in 2004)
1986	21,080.42 (Earns less than employee hired in 2002)
1987	19,122.25 (Earns less than employee hired in 2004)
1990	19,354.41 (Earns more than employees hired in 1986, 1987)
1991	19,122.25 (Equal to 1987 Employee – 4 years difference)
1996	19,305.79 (10 years less senior than 1986 employee, earns \$12 less)
2001	20,386.37 (Earns more than senior employees hired in 1987, 1990, 1991, 1996)
2002	21,383.08 (Earns more than employees hired in 1987, 1990, 1991, 1996, 2001)
2003	20,049.67 (Earns more than several senior employees)
2004	19,823.59 (Earns more than senior employees hired in 1987, 1990, 1991)

## Pay Discrepancies in the NISD Pay Plan - Transportation

<b>Date of Hire</b>	<b>Salary Today (H01 Pay Grade – Bus Assistants)</b>
• 1991	14,493.26 (Earns less than 1995, 2008 employees)
• 1995	16,434.41 (Earns more than 1991 employee)
• 2008	17,187.29 (Earns more than 1991 employee)
• 2000	13,602.54 (Normal pay)

# Benefits of Texas Workers Alliance Proposed “Step Pay” Plan

- ◆ Helps district project cost each year
- ◆ Puts auxiliary employees and other support personnel on the same pay plan
- ◆ Allows district to remain competitive in the greater San Antonio market
- ◆ Enhances understanding of future pay possibilities for employees
- ◆ Creates “Upward Mobility” track for employees – Structural Progression, not suppression
- ◆ Creates goodwill – employees will understand they are being treated equally
- ◆ Reduces turnover over time
- ◆ Helps to attract and retain more qualified employees
- ◆ Eliminates compression based on different placements on “Mid-Point” system
- ◆ Reduces stagnation; makes it easier to monitor market just like the teacher pay system
- ◆ Provides flexibility. District maintains control to allow for steps to be implemented or not.

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