Frequently Asked Questions (FAQ’s)
About CCISD Compensation Plan

Q1: Why did CCISD change their compensation plan?
CCISD’s pay system with steps and indexes was an outdated system that paid employees based on longevity, rather than skill, effort, and responsibility for a position. While years of experience was a consideration, the old system did not recognize the type of experience or specialized skills required for a position. In addition, it limited the flexibility necessary in tighter budget times.

Q2: What is a pay range structure?
A pay range structure includes a hierarchy of job levels with pay guidelines for minimum, midpoint, and maximum rates of pay. Pay guidelines are based on an assessment of the market value and levels of skill and responsibility required of different jobs in the district. The purpose is to keep employees paid appropriately for the value of their job and to avoid underpaying or overpaying for any jobs.

Q3: How was my pay grade determined?
Jobs are assigned to pay levels or pay grades on the basis of duties assigned, skill requirements, and market value. Pay grade assignments are based on the type of work and skills required of the position and are not based on the personal qualifications or experience of incumbent employees. TASB made these pay grade assignments after reviewing job descriptions and interviewing district principals and department directors. The pay grade assignment of a job can change only if there is a significant change in the duties and responsibilities assigned to the position.

Q4: Do my years of experience make any difference in my pay?
Yes. Experience counts in a pay range system but not to the same extent as teacher salary schedules. Only employees who are subject to the state salary schedule have a step scale with placement based on total years of experience.

In a pay range structure, there is a range of pay rather than a single rate of pay in order to allow pay differences for experience. Experience in the same or related position is considered rather than total years of service in education. Some adjustments were made to employees with more experience in the job to ensure that new employees would not be placed at rates of pay above incumbents with more job experience.

Experience is considered when placing a new employee in the future. The new system will allow the district to give credit to new employees for job experience outside of public schools such as computer network technicians or plumbers. Over time, the more experienced employees will advance to the upper half of the range and less experienced employees will be placed in the lower half.

Q5: What is a midpoint? Why is it used to calculate pay raises?
The midpoint is also called the control point of a pay range. It represents the average market value for benchmark jobs at that pay level and is the middle of the pay range.

Using the midpoint as the base to calculate employee pay raises will provide all employees at the same pay level an equal dollar pay increase. This method helps the lowest paid employees advance to the midpoint of the pay range more quickly because they gain a larger percentage increase. The purpose is to help the district retain employees by advancing their pay more quickly.
Q6: Why am I paid below the midpoint if it is the average market value?
The objective of the plan is to provide a range of pay that is appropriate for a position. As long as an individual’s pay falls within the pay range, it is considered to be within the market value for a position. As an individual gains more experience, they move closer to the midpoint of the pay range.

Q7: Why am I in the same pay grade as someone in the same position, but who is at a smaller campus?
Pay grades were developed based on the duties assigned, skill requirements, and market value. Volume of work was not considered, as it is not a compensable factor.

Q8: What happens if I reach the maximum of my pay grade?
Employees’ pay is not increased beyond the maximum rate of their assigned pay grade. However, pay ranges are designed for frequent adjustment to keep pace with the changing economy. Adjustments to the pay range structure will be reviewed every year to make sure the district’s pay remains competitive. As range adjustments are made, minimum and maximum pay rates will go up. Employees who have reached the maximum rate will receive the pay range adjustments that are applied to the maximum rate.

Q9: What is the biggest difference between the old system and the new system?
The biggest difference is the new system more adequately reflects market values for positions and gives credit for relevant experience. The previous system contained job classifications and pay grades (indexes). However, in some classifications, there were too many pay grades (Administrative/Professional), but in others, there were not enough pay grades to adequately differentiate between job responsibilities (Clerical/Paraprofessional). These issues have been resolved with the new system.

The new system will allow the district to be more competitive with entry level salaries, and will allow better distributions of dollars allocated to pay increases in the future.

Q10: When will I know what pay grade I’m in and what my salary will be for next year?
Pay structures and pay grades will be posted on the CCISD website by August 1. You will be able to see what pay grade you are in, what the salary range is for your position, and the dollar amount of the pay increase for your pay grade. Keep in mind, if you are currently near the top of the pay grade, your pay increase will only take you to maximum of that pay grade. Pay sheets will be distributed to employees as they have been in the past.

Q11: Where can I find more information on the new pay system?
Administrative procedures for management of the plan, including procedures for job reclassification, will be posted on the CCISD website by August 1. In the meantime, you can contact Human Resource Services at 254-547-4460.