



BASTROP INDEPENDENT SCHOOL DISTRICT COMPENSATION GUIDELINES 2025-2026

Purpose

This guide outlines the procedures for managing compensation for Teachers, Administrative/Professional, Support, Paraprofessional/Technical, Facilities, and Child Nutrition staff within the Bastrop Independent School District.

Bastrop ISD seeks to provide compensation that is competitive within the parameters of the Board of Trustees' approved budget and complies with all state and federal regulations governing compensation practices.

Job Classification

The major aspects of compensation include defining and evaluating jobs, establishing pay rates and ranges for each job, determining the proper compensation level for employees, and administering various aspects of the compensation program. District jobs are assigned to pay ranges based on compensable factors and grouped with jobs of similar value.

Periodically, selected jobs from each job family will be reviewed to ensure that conditions in the district, such as organizational structure, major programs, or significant responsibilities in a particular job, have not changed to a degree that warrants a change in job range classification. This review is to be at the direction of the Superintendent or his designee.

Newly established jobs should be analyzed and range assignments determined before hiring personnel for a position. This procedure accomplishes two objectives. First, the appropriate pay range becomes part of the district's recruitment and hiring strategy. Second, a consistent practice of salary administration is established at the initiation of each job.

Pay Raises

Annual pay increases are not guaranteed. If approved, raises are based on the control rate (midpoint) of each pay range or a specific "dollar increase" for major incumbent jobs. **Bastrop ISD does not operate on a Step schedule.**

General pay increase recommendations presented to the Board of Trustees by the administration shall be based on consideration of factors such as cost-of-living indexes, wage increases in competitive job markets, and budget resources.

Pay Grades/Ranges

Pay grades represent both internal job classifications and external job market pay levels. The

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greater the level of compensable factors present in a job, the higher the placement in the pay range structure.

The use of pay grade levels facilitates payroll administration and maintains the integrity of job worth. The control rate (midpoint) is the chief control point in the system. A minimum and maximum pay rate for each pay grade range is calculated from the control rate using technical standards designed to maintain pay equity or ensure fair pay for each job in the system.

Employees should be assigned to a pay grade and paid a salary/hourly rate between the minimum and maximum (inclusive) of the pay range. Minimum and maximum pay rates are valid for only one year. No general pay action is intended to extend an employee's pay above the pay range or add pay to an employee already paid above the assigned pay grade maximum.

Initial Employment

Employment, assignment, and salary placement should be in accordance with the job requirements as specified in the job description. Where job requirements include transcripts, certificates, or licenses, these must be official and on file with the district. A Texas educator service record or chronology of prior work history (as applicable to the position and if previously employed full-time) is required.

Salary placement will be at the direction of the Superintendent or his designee. The Human Resources Office shall determine hiring rates based on job-related qualifications, salary history, and salaries of other employees in the same position.

Administrators/Non-teaching Professional Employees – The Superintendent or his designee shall individually set hiring rates for the new administrators/non-teaching professional employees under the following guidelines:

1. Persons with previous job experience or special skills may be hired at a rate up to but not exceeding the control rate (midpoint) of the pay range.
2. New administrators and non-teaching professional employees shall typically not be hired at a rate above that of other district employees with more experience in the job.
3. New administrators may be started at a salary above the control rate (midpoint) if a pay decrease would otherwise occur.
4. A new employee in a hard-to-fill position or with special qualifications may be placed above the midpoint, with consideration given to current employees in that specific pay range.

Support/Paraprofessional – The Superintendent or his designee shall individually set hiring rates for the new employees under the following guidelines:

1. A new employee with no direct experience in the job will be placed at the minimum pay range rate.

2. A new employee hired from outside the district shall normally not be placed above the pay range control rate (midpoint).
3. A new employee with prior experience may be placed above the minimum rate, as determined by the documented salary or wage history. However, they shall usually not be started at a rate higher than that of other district employees with more experience in the position.
4. A new employee in a hard-to-fill position or with special qualifications may be placed above the midpoint, with consideration given to current employees in that specific pay range.

Classroom Teachers/Librarians – The Superintendent or his designee shall annually establish a starting salary for all new hire teachers/librarians with zero years of teaching experience. The starting salary will reflect the hiring objectives of the district. Starting salaries for all other new hire teachers will be based on consideration for experience and area of teaching specialty.

New teachers to the district will not be placed above the salary levels of continuing teachers with similar training and teaching experience. They will be placed in accordance with the published board-approved Hiring Schedule. Hiring Schedules are developed and approved for one year; therefore, future salaries cannot be predicted from the Hiring Schedule.

The Superintendent may approve hiring rates up to or above the control rate of the range when an applicant has exceptional job qualifications, or the position cannot otherwise be filled.

Promotion

For compensation purposes, a promotion occurs when an employee is placed in a higher pay range, except in cases of general structure changes or position reclassification. The Superintendent or his designee determines the effective date of the promotion.

The new salary/hourly rate shall be equal to or greater than the minimum rate for the new range, but in no case shall it exceed the maximum rate for the new range. Increases are calculated on daily or hourly rates of pay, depending on the position classification.

Reclassification

Periodically, jobs may be reclassified into a different pay range, or salaries may be adjusted within pay ranges to maintain internal and external equity with other jobs of similar worth in the district. Reclassification of a job is neither a promotion nor a demotion. Reclassification changes occur when there has been a significant modification of job duties or qualifications, as determined by the school district. If an employee's job is reclassified, no special increase will be given unless the employee is below the minimum for the new pay range or the current job incumbent's pay rate is in an inequitable position in comparison to comparable jobs. These job reclassifications and salary adjustments may be conducted at the direction and approval of the Superintendent or his designee.

Demotion

For compensation purposes, a demotion occurs when an employee is placed in a lower pay range, except in cases of general salary structure changes or position reclassification. At the direction of the Superintendent or his designee, an employee's pay rate may be reduced.

Reassignment

Placement in a lower pay range, not resulting from a demotion, may not immediately result in a salary reduction. Programmatic, organizational, or funding changes are examples of such actions that may create this condition.

Teacher Degree Differential Stipend/Requirements

For the \$1,100 differential stipend for teachers earning a master's degree or the \$1,300 differential stipend for teachers earning a Doctoral Degree, the employee must provide an official transcript showing the date the Master's or Doctoral degree was conferred or awarded.

Bastrop Independent School District Compensation Package:

Unless otherwise specified, the district unilaterally designates that all employees will be paid on an annualized (12-month) basis in accordance with the district's payroll calendar.

The total compensation package includes salary and annual health benefits for all employees.