

Region One School Districts'

Salary Comparison Survey - September 2010

District Name	Which best describes the typical practice in your school district?	What was your district's pay increase for:	
		2009-2010	2010-2011
Brownsville ISD	board approved schedule addresses 1st year teacher salary and 27 year teacher salary	Teachers, librarians, counselors and speech therapists (2009-2010) = 1,790 Other Employees (2009-2010) = 4% clsfd, 2% mid	Teachers, librarians, counselors and speech therapists (2010-2011) = 686 Other Employees (2010-2011) = none
Edinburg CISD	My district has a salary schedule and regularly provides step increases to teachers for gaining an additional year of experience.	Teachers, librarians, counselors and speech therapists (2009-2010) = 1,040; Other Employees (2010-2011) = 3% of mid point for all other professionals	Teachers, librarians, counselors and speech therapists (2010-2011) = 600; Other Employees (2010-2011) = 3% of mid point for all other professionals
Edcouch-Elsa ISD	Other: TASB compensation plan	Teachers, librarians, counselors and speech therapists (2009-2010) = 1,100 Other Employees (2009-2010) = 0	Teachers, librarians, counselors and speech therapists (2010-2011) = 2,050 Other Employees (2010-2011) = 3%
Harlingen CISD	My district has a hiring schedule that is based on years of experience, but does not regularly provide step increases( additional pay for additional years of experience)	Teachers, librarians, counselors and speech therapists (2009-2010) = 1,500 Other Employees (2009-2010) = 3%	Teachers, librarians, counselors and speech therapists (2010-2011) = 1,200 Other Employees (2010-2011) = 2.5%
Hidalgo ISD	My district has a salary schedule and regularly provides step increases to teachers for gaining an additional year of experience.	Teachers, librarians, counselors and speech therapists (2009-2010) = step+800 Other Employees (2009-2010) = step	Teachers, librarians, counselors and speech therapists (2010-2011) = step Other Employees (2010-2011) = 0
Jim Hogg Co ISD	My district has a hiring schedule that is based on years of experience, but does not regularly provide step increases( additional pay for additional years of experience)	Teachers, librarians, counselors and speech therapists (2009-2010) = 1,111 Other Employees (2009-2010) = 600	Teachers, librarians, counselors and speech therapists (2010-2011) = 800 AVG Other Employees (2010-2011) = 0
La Feria ISD	My district has a hiring schedule that is based on years of experience, but does not regularly provide step increases( additional pay for additional years of experience)		Teachers, librarians, counselors and speech therapists (2010-2011) = 800; Other Employees (2010-2011) = 400
McAllen ISD	My district has a hiring schedule that is based on years of experience, but does not regularly provide step increases( additional pay for additional years of experience)	Teachers, librarians, counselors and speech therapists (2009-2010) = 1,000; Other Employees (2009-2010) = 0	Teachers, librarians, counselors and speech therapists (2010-2011) = 750 Other Employees (2010-2011) = 1.5%

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Mission CISD	MCISD adopted the TASB model of Minimum/Mid Point/Maximum in 2008-2009 for all staff including professions 2009-2010 increase for professionals that were below the HB3646 requirements	Teachers, librarians, counselors and speech therapists (2009-2010) = 1,600 Other Employees (2009-2010) = 2%	Teachers, librarians, counselors and speech therapists (2010-2011) = 0 Other Employees (2010-2011) = 0
PSJA ISD	My district has a hiring schedule that is based on years of experience, but does not regularly provide step increases( additional pay for additional years of experience)	Teachers, librarians, counselors and speech therapists (2009-2010) = 1,420; Other Employees (2009-2010) = 3%	Teachers, librarians, counselors and speech therapists (2010-2011) = 1,000 Other Employees (2010-2011) = 3%
Raymondville ISD	My district has a salary schedule and regularly provides step increases to teachers for gaining an additional year of experience.	Teachers, librarians, counselors and speech therapists (2009-2010) = \$1,095 plus step; Other Employees (2009-2010) = None	Teachers, librarians, counselors and speech therapists (2010-2011) = Step Other Employees (2010-2011) = 3% off the TASB midpoint
Rio Grande City CISD	My district has a hiring schedule that is based on years of experience, but does not regularly provide step increases( additional pay for additional years of experience); TASB	Teachers, librarians, counselors and speech therapists (2009-2010) = 1,000 Other employees (2009-2010) = 400;	Teachers, librarians, counselors and speech therapists (2010-2011) = 1,000 Other Employees (2010-2011) = 400
San Perlita ISD	My district has a salary schedule and regularly provides step increases to teachers for gaining an additional year of experience.	Teachers, librarians, counselors and speech therapists (2009-2010) = 1,200 Other Employees (2009-2010) = .50	Teachers, librarians, counselors and speech therapists (2010-2011) = 300 Other Employees (2010-2011) = .25
Santa Maria ISD	My district has a salary schedule and regularly provides step increases to teachers for gaining an additional year of experience.	Teachers, librarians, counselors and speech therapists (2009-2010) = 1200 Other Employees (2009-2010) = 3%	Teachers, librarians, counselors and speech therapists (2010-2011) = 1200 Other Employees (2010-2011) = 3%
Sharyland ISD	My district has a hiring schedule that is based on years of experience, but does not regularly provide step increases( additional pay for additional years of experience)	Teachers, librarians, counselors and speech therapists (2009-2010) = 1200; Other Employees (2009-2010) = 3% Instructional4% Auxiliary	Teachers, librarians, counselors and speech therapists (2010-2011) = 1100 Other Employees (2010-2011) = 3% all

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South texas ISD	My district has a salary schedule and regularly provides step increases to teachers for gaining an additional year of experience.	Teachers, librarians, counselors and speech therapists (2009-2010) = 1000	Teachers, librarians, counselors and speech therapists (2010-2011) = 0
United ISD	My district has a salary schedule and regularly provides step increases to teachers for gaining an additional year of experience.	Teachers, librarians, counselors and speech therapists (2009-2010) = 3% Other Employees (2009-2010) = 4%	Teachers, librarians, counselors and speech therapists (2010-2011) = 2% Other Employees (2010-2011) = 2%
Webb Cons ISD	My district has a hiring schedule that is based on years of experience, but does not regularly provide step increases( additional pay for additional years of experience)	Teachers, librarians, counselors and speech therapists (2009-2010) = 0; Other Employees (2009-2010) = 0	Teachers, librarians, counselors and speech therapists (2010-2011) = 0 Other Employees (2010-2011) = 0
Weslaco ISD	Teachers based on salary schedule which provides steps. Salary schedule used for current year only. Future salary amounts can not be predicted from current year. All others based on salary scheduled % of mid-point as budget allows.	Teachers, librarians, counselors and speech therapists (2009-2010) = 1,800 Other Employees (2009-2010) = 3.5 Adm. - 4% everyone else	Teachers, librarians, counselors and speech therapists (2010-2011) = 1,200 Other Employees (2010-2011) = 4% from mid-point