

Spring Branch Independent School District

Agenda Item Information

Date of Board Meeting: June 24, 2024

Subject: Request for Approval of the 2024-2025 Compensation Plan

Administrator Responsible:

Name: Karen Heeth

Position: Associate Superintendent for Administration & Talent

Purpose of Agenda Item: Action

ADDITIONAL INFORMATION AND/OR BACK-UP:

The total compensation package provided to Spring Branch ISD employees includes a combination of employee salary and benefits. To attract and retain highly talented staff, approval is requested to adopt the proposed 2024-2025 Compensation Plan which includes a general pay increase of 4% of median increase for employees on the step schedule and 4% of midpoint increase for employees who are within the pay range and also provides for a 1% of midpoint increase for employees who exceed the maximum of their salary range in addition to the recommendations from the TASB Pay Maintenance review which was conducted Spring 2024. The proposed plan continues to align SBISD with other districts and employers in the Houston area with whom we compete for talent.

As per compensation administration practice, employees must have completed 90 full time equivalent days as an SBISD employee in order to receive a pay increase in 2024-2025.

SBISD implemented a new compensation plan model beginning with the 2017-2018 year related to a TASB full pay systems review performed at that time. That review was beneficial in providing equitable pay throughout the system. Regular reviews have continued since that time to ensure pay for all positions across the system is equitable and ensure continued alignment related to overall market and industry standards.

Board approval was requested and approved for health insurance rates employees and the district will contribute to TRS Active Care for 2024-2025 during the May 20, 2024 Board Meeting.