



ALEDO ISD BOARD MEETING TEMPLATE

MEETING DATE: April 15, 2013

AGENDA ITEM: Presentation of Proposed Employee Compensation Plan for 2013-14 School Year

PRESENTER: Ann Patton, TASB

ALIGNS TO BOARD GOAL(S): FINANCIAL/FACILITIES- the District shall exhibit excellence in financial and facility planning, management, and stewardship.

Background Information:

- In 2012, the District asked TASB to review our pay structures for all employee positions in order to compare Aledo ISD with our market; schools districts that are either near us that we compete with for staff or districts that are similar in size and demographics.
- Ann Patton, an HR expert with TASB will be sharing a report with the Board that will show how we are competing with pay structures as well as suggestions on how we can be more competitive with pay.

Administrative Considerations:

- Earl Husfeld will also be making a report in the regular meeting this evening about how the proposed raises can be done within the structure of our 2013-14 budget.
- Our employees received a “step raise” in 2011 that for most employees was less than \$800.
- Administration will make a recommendation in May for employee raises for the 2013-14 school year. We feel it is time for employees to receive a raise that will make us more competitive in our market and reward our staff for their loyalty and the great work they have done.

FISCAL NOTE: NONE- Report Only- Report will contain possible raises for employees for the 2013-14 year.

Administrative Recommendation: Report Only - Administration will make a recommendation in May for raises for our employees.