



TO: Board of Trustees

FROM: Dr. Matthew Spivy, Executive Director of Human Resources

SUBJECT: **DISCUSSION OF AND REQUEST FOR APPROVAL OF THE 2023-2024 COMPENSATION PLAN**

DATE: June 20, 2023

In an effort to create a more competitive compensation plan, a salary maintenance study was completed by the Texas Association of School Boards (TASB). TASB recommends a general pay increase and equity adjustment to better align our systems.

The administration recommends that all employees receive a 3% increase of the midpoint for their assigned pay grade.

The general pay increase and equity adjustment for all positions provide a more competitive salary structure when competing with other districts and area markets. TASB will continue to provide yearly maintenance reviews to assist in aligning our systems to ensure we maintain a competitive and sound compensation plan,

The plan includes: (a) Revised Salary Schedule, (b) Schedule of Stipends, and (c) Schedule of Supplemental Pay.

Administrative Recommendation:

Approval of the 2023-2024 Compensation Plan