



## **ALEDO ISD BOARD MEETING TEMPLATE**

**MEETING DATE:** June 20, 2022

**AGENDA ITEM:** Consider Approval of 2022-2023 Compensation Plan

**PRESENTER:** Sherry Taylor, Executive Director of Human Resources and Earl Husfeld, Chief Financial Officer

### **BACKGROUND INFORMATION:**

In order to achieve the District's goal to recruit and retain effective staff members to create exceptional experiences for our students, staff and community, the District will need to maintain a competitive and effective compensation plan. The District has been able to grow its competitiveness in the job market in the last several years and has the desire to remain competitive to support and value current, talented staff, as well as to attract additional, highly qualified staff.

The 2022-2023 Compensation Plan proposes and includes the following:

- Minimum increase of \$2,400 (4% General Pay Increase (GPI)) for Teachers and Librarians.
- A starting annual salary of \$60,200 for teachers and librarians.
- A 4% of pay range midpoint for other staff, plus targeted adjustments, whose salary is within their pay range, with a lesser percent of pay range midpoint for staff over their pay range maximum.
- A \$15.00 per hour minimum for nonexempt (hourly) staff.

### **FISCAL INFORMATION:**

The 2022-2023 budgeted cost of the proposed compensation plan is \$1,909,321.

### **ATTACHMENTS:**

Aledo ISD Summary of Cost Estimates, 2022-2023, Model 5

### **ADMINISTRATIVE RECOMMENDATION:**

The Administration recommends the Board of Trustees approve the proposed 2022-2023 Compensation Plan as presented.