



BOARD OF SCHOOL TRUSTEES

KELLER INDEPENDENT SCHOOL DISTRICT

11A. Report

Date: July 16, 2007

SUBJECT: 2007-08 COMPENSATION PLAN

BOARD GOAL: The Keller Independent School District will recruit, develop, and retain a diverse highly qualified staff.

FISCAL NOTE: 2007-08 General and Federal Funds

Background Information:

- The district contracted with Texas Association of School Boards (TASB) to perform a compensation study for all employee categories.
- The TASB Sr. Compensation Consultant, Ann Patton evaluated KISD's external job market and pay practices and developed a long-term plan for improving the district's compensation position in the job market.
- Ann Patton made an in-depth presentation to the Human Resources Committee in January 2007, presenting an overview of the design of the process and the plan and discussed each area in the compensation model. Committee members asked questions and provided input.
- During the March 21, 2007 meeting, the HR Committee voted to recommend to the Board the 1-year implementation proposal with a cost estimate of \$5,974,071.

Administrative Considerations:

- The Keller ISD HR Committee Presentation was provided to the Board at the June 18, 2007 budget workshop.
- The \$5,974,071 is included in the 2007-08 Preliminary Budget Assumptions and Anticipated Revenues.
- The administration will provide a summary overview of the plan.

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Respectfully submitted,

Penny Benz
Assistant Superintendent of Human Resources