



## **ALEDO ISD BOARD MEETING TEMPLATE**

**MEETING DATE:** April 15, 2024

**AGENDA ITEM:** Pay Systems Review Report

**PRESENTER:** Earl Husfeld, Chief Financial Officer

**BACKGROUND INFORMATION:**

- In the fall of 2023, the District contracted with HR Services at TASB to conduct their annual maintenance review of our employee pay and stipend systems in order to compare Aledo ISD with our market. Our market was defined as thirteen (13) selected school districts that are either near us and we often compete with for staff, or districts that are similar in size and/or demographics.
- In order to provide for relevant, year-to-year comparisons, the same thirteen (13) school districts used for the 2022-2023 pay systems review were also used for the 2023-2024 review.
- Christine Zenteno, HR Consultant, will share the results of the pay systems review with the Board of Trustees this evening and explain the project activities, data sources, market comparisons, etc.

**FISCAL INFORMATION:**

None - Informational Report

**ATTACHMENT(S):**

Pay Systems Review Report and Presentation

**ADMINISTRATIVE RECOMMENDATION:**

None - Informational Report