



## **ALEDO ISD BOARD MEETING TEMPLATE**

**MEETING DATE:** April 21, 2025

**AGENDA ITEM:** 2024-2025 Pay Systems Review Report

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

**BACKGROUND INFORMATION:**

- In the fall of 2024, the District contracted with HR Services at TASB to conduct their annual maintenance review of our employee pay systems in order to compare Alejo 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 2023-2024 pay systems review were also used for the 2024-2025 review.
- Nicolle Gee-Guzman, 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 - Information Report

**ATTACHMENT(S):**

2024-2025 Pay Systems Review Presentation

**ADMINISTRATIVE RECOMMENDATION:**

None - Information Report