

***Killeen Independent School District
Board Agenda Item Information Sheet***

Date: April 19, 2022

Agenda Item Caption: Discuss Texas Association of School Boards (TASB) Pay System Review

Purpose of Agenda Item: Information only

Administrative Recommendation: None; for discussion.

Background Information: As part of the District's annual budget planning, the administration assessed several general pay increase (GPI) scenarios. The administration also contracted services with Texas Association of School Boards (TASB) to complete a thorough review of our current compensation plan for administrative program, administrative management, administrative support, instructional support, and manual trades pay groups. Objectives of the review included assessment of pay structure, competitiveness with market, appropriate pay grades in relation to job titles and duties, the development of an implementation model with a cost estimate, and alignment with district goals.

Fiscal Analysis: Approved Compensation plan will be built into the FY23 budget.

Regulatory Requirement: Board Policies DEA (Legal) and DEA (Local): Compensation and Benefits – Compensation Plan

Contact Person for Additional Questions/Information:

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Attachments: 1) TASB's Pay System Review Presentation
2) TASB's Executive Summary

Signature Requested: No