



TO: Board of Trustees

FROM: Anthony Sorola, Associate Superintendent of Athletics, Human Capital, & District Operations

SUBJECT: DISCUSSION OF AND REQUEST FOR APPROVAL OF THE 2022-2023 COMPENSATION PLAN

DATE: May 17, 2022

In an effort to create a more competitive compensation plan, a salary maintenance study was completed by the Texas Association of School Boards (TASB). TASB recommends a general pay increase and equity adjustments to better align our systems.

The administration recommends that all employees on the teacher pay scale, principals, associate principals, assistant principals, deans of students, and counselors receive a 3% increase of the midpoint for their assigned pay grade. All other employees on the pay plans will receive a 2% increase of the midpoint for their assigned pay grade. The administration recommends that hourly employees receive a 4% increase of the midpoint for their assigned pay grade. Moreover, the new, minimum hourly pay will start at \$15.00.

The general pay increase and equity adjustments for all positions provide a more competitive salary structure when competing with other districts and area markets. TASB will continue to provide yearly maintenance reviews to assist in aligning our systems to ensure we maintain a competitive and sound compensation plan.

The plan includes: (a) Revised Salary Schedules, (b) Schedule of Stipends, and (c) Schedule of Supplemental Pay.

Administrative Recommendation:

Approval of the 2022-2023 Compensation Plan