



## **ALEDO ISD BOARD MEETING TEMPLATE**

**MEETING DATE:** May 20, 2013

**AGENDA ITEM:** Consider Approval of 2013-14 Staff Compensation Plan

**PRESENTERS:** Dan Manning, Superintendent

**ALIGNS TO BOARD PRIORITY(S):**

- **FINANCIAL/FACILITIES-** the District shall exhibit excellence in financial and facility planning, management, and stewardship.
- **HUMAN RESOURCES-** the District shall recruit, hire, train, and retain a highly qualified staff.

**Background Information:**

- Earlier this evening as well as in the April Board meeting, administration has discussed a proposed compensation package for all District employees based on our current standing with comparison districts in this market.

**Administrative Considerations:**

- The cost of these raises will be approximately \$1 million. This will not cause a million dollar increase in the 2013-14 budget because of other adjustments we have made in the development of next year's budget.
- We believe it is very timely and appropriate to provide these raises to keep us competitive within the market and to create a more comprehensive and coherent pay system.

**FISCAL NOTE:** The costs of these proposed raises within the 2013-14 budget will be approximately \$1 million dollars

**Administrative Recommendation:** Administration recommends the approval of the 2013-14 Aledo ISD Staff compensation plan as presented