



TO: Board of Trustees

FROM: Staci Ashley, Executive Director of Human Resources

**SUBJECT: DISCUSSION OF AND REQUEST FOR APPROVAL OF THE 2021-2022
COMPENSATION PLAN**

DATE: May 18, 2021

In an effort to create a more competitive compensation plan, the District completed a TASB salary study. TASB made recommendations for a General Pay Increase (GPI) and Targeted Adjustments (TA) to better align our systems.

Salaried employees will receive a 3% GPI, while hourly employees will receive a 4% GPI. In addition, the hourly minimum pay will begin at \$12.00. A one-time “Invest in Talent” stipend will be provided to all staff who are working on the first day of classes, August 10, 2021.

The GPI and the TA recommendations will provide a more competitive salary structure when competing with other districts and the area markets for all positions. 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 2021-2022 Compensation Plan includes: (a) Revised Salary Schedules, (b) Schedule of Stipends, (c) Schedule of Supplemental Pay.

Administrative Recommendation:

Approval of the 2021-2022 Compensation Plan