

**Abilene Independent School District Board Document - Agenda Item IV.C**

Meeting Date: June 4, 2026

Meeting Type: Board Workshop

Item Type: Information Item Future Action Required: Yes

If Yes, Month: July

Subject: 2026-2027 Compensation Plan

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Background Information:

This presentation provides an overview of the district's proposed compensation strategies for the 2026-2027 school year with a focus on employee recruitment and retention. The presentation highlights recommendations to raise all teacher salaries to 103% of market, increase starting pay for hard-to-fill support positions such as aides, bus drivers, and custodians, expand stipends for high-need assignments, and increase the district's monthly contribution toward employee health insurance by \$50. The presentation also outlines the anticipated impact these investments will have on workforce stability, employee morale, operational effectiveness, and student success.

Attached Supporting Documents:

TASB Pay Maintenance Draft

TASB Model 4

Compensation Plan Presentation

Fiscal Implications:

Future impact to budget

Administrative Recommendation:

None at this time

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