



ALEDO ISD BOARD MEETING TEMPLATE

MEETING DATE: May 20, 2013

AGENDA ITEM: Report on Proposed 2013-14 Staff Compensation Plan

PRESENTER: Dan Manning

ALIGNS TO BOARD GOAL(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:

- At the April Board meeting you heard two presentations regarding staff compensation options for 2013-14. One from TASB HR expert Ann Patton and another from Earl Husfeld regarding how our employees are paid in comparison in this market and how our pay scales and stipends compare as well.
- We believe with the positive position of our budget next year coupled with the need to stay competitive in our job market, it is time for our staff to receive a raise.

Administrative Considerations:

- If approved, all staff members would get a raise. Some positions who are well below the market median would receive a higher percentage raise for internal equity purposes. Stipends for coaches and extra-curricular sponsors would also be subject to proposed increases.
- According to a recent TASB survey, approximately 80% of districts across the state will be proposing raises for their employees. Most of our competitor districts in Region XI are proposing raises as well.
- The proposed compensation for employees by category can be found on the pages following this template.
- This would also update the way we organize our compensation system so that it is clearer, fairer, and more transparent to all.
- Also attached is a report the Board requested last month showing Teacher Turnover rates for the last three school years among the comparison districts in TASB's study. Please note that these turnover rate percentages are skewed

somewhat because they include retirements, reductions in force (RIF), and people leaving because of spouse job transfers. It is hard to determine the actual percentage of teachers leaving because of dissatisfaction.

- The cost of these raises would 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.

FISCAL NOTE: NONE- Report Only

Administrative Recommendation: Report Only – Administration will be recommending approval of the proposed compensation plan later this evening as an action item