



ALEDO ISD BOARD MEETING TEMPLATE

MEETING DATE: July 7, 2025

AGENDA ITEM: Consider Approval of 2025-2026 Compensation Plan

PRESENTER: Earl Husfeld, Chief Financial Officer

BACKGROUND INFORMATION:

- During the past two (2) years, with inflation at an all-time high and minimal increases in state funding, very difficult budget-related decisions had to be made in order to maintain the financial health of the District.
- For the 2023-2024 school year, the District cut \$1.1 million from the budget and for the 2024-2025 school year, the District cut \$4.5 million from the budget.
- As we continue our discussions regarding the 2025-2026 General Fund budget, we believe the difficult budget decisions made for 2023-2024 and 2024-2025 has placed the District in a better financial position than some others.
- After analyzing the additional state funding that the district will receive after the Texas Legislature's passage of HB2, the administration recommends that Aledo ISD provide the pay raises required by HB2, but also additional pay increases for all staff as we work to attract and retain the best staff possible to serve our students.
- The administration recommends the following compensation plan for the 2025-2026 school year:
 - Full-time Teachers:
 - The starting pay for first year teachers will be \$63,000.
 - 1-4 years of completed experience = \$3,325 to \$3,800 pay increase (5.50-6.25%)
 - 5-plus years of completed experience = \$6,000 to \$9,000 pay increase (9.77-12.64%)
 - Additional Teaching Experience Stipend based on total years of teaching experience
 - All other staff:
 - Pay increase of 5% of pay grade midpoint
 - Additional Aledo ISD Experience Stipend based on total years of service to Aledo ISD
 - Special Education teachers:
 - Two additional paid flex days
 - \$3000 stipend (only for teachers serving in centralized special education programs)
 - Special Education paraprofessionals:

- Two additional paid professional learning days
- For all staff (who participate in the district's health insurance plan):
 - The district will contribute an additional \$25 per month for each employee to pay for increased TRS Active Care health insurance premiums. (District's total monthly contribution will be \$300.)

FISCAL INFORMATION:

Approximately \$5,100,000 using state and local revenue.

ATTACHMENTS:

ADMINISTRATIVE RECOMMENDATION:

The Administration recommends the Board approve the 2025-2026 Compensation Plan as presented.