

**The Board of Trustees
Aledo ISD
Agenda of Special Meeting**

A Special Meeting of the Board of Trustees of Aledo ISD will be held July 7, 2025, beginning at 8:00 AM in the Aledo ISD Administration Board Room, 1008 Bailey Ranch Rd, Aledo, TX 76008.

**Aledo Independent School District Vision
Growing Greatness through exceptional experiences that empower learners for life**

The subjects to be discussed or considered or upon which any formal action may be taken are as listed below. Items do not have to be taken in the order shown on this meeting notice.

Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

If, during the course of the meeting covered by this agenda, the Board should determine that a closed session of the Board should be held or is required in relation to any item included on this agenda, then such closed session as authorized by Section 551.001 et seq of the Texas Government Code (the Open Meetings Act) will be held by the Board at that date, hour and place given in this agenda or as soon after the commencement of the meeting covered by this agenda as the Board may conveniently meet in such closed session concerning any and all subjects and for any and all purposes permitted by Sections 551.071 – 551.084, inclusive, of the Open Meetings Act.

I. Call To Order

Forrest Collins, President

II. Determine a Quorum

III. Public Comment on Agenda Item

Forrest Collins, President

IV. Consider Approval of 2025-2026 Compensation Plan

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Earl Husfeld, Chief Financial Officer

V. Executive Session

Forrest Collins, President

A. Section 551.074 - Personnel Matters- The Board will discuss the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of public employees or officials. (This may involve consultation with attorney as permitted under Section 551.071)

B. Section 551.071 & 551.129 - Consultation with Attorney- The Board will discuss and receive legal advice from its attorney on matters which should be confidential under Texas Government Code Section 551.071

C. Section 551.072 - Deliberation Regarding Real Property- The Board will discuss the purchase, exchange, lease or value of real property. (This may involve consultation with attorney as permitted under section 551.071)

D. Section 551.0821 - School Board- The Board will discuss personally identifiable information about a public school student.

VI. Adjourn

Forrest Collins, President



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.

**Aledo Independent School District
Teachers
2025-2026 New Hire Guide**

Completed Years of Experience	New Hire Salary	Teaching Experience Stipend
0	\$63,000	n/a
1	\$63,000	\$525
2	\$63,300	\$525
3	\$63,600	\$1,000
4	\$63,900	\$1,000
5	\$66,400	\$1,000
6	\$66,700	\$1,500
7	\$67,100	\$1,500
8	\$67,600	\$1,500
9	\$68,000	\$1,500
10	\$68,400	\$1,500
11	\$68,700	\$2,000
12	\$69,000	\$2,000
13	\$69,400	\$2,000
14	\$69,800	\$2,000
15	\$70,200	\$2,000
16	\$70,500	\$2,500
17	\$70,800	\$2,500
18	\$71,200	\$2,500
19	\$71,600	\$2,500
20	\$72,000	\$2,500
21	\$72,400	\$3,000
22	\$72,800	\$3,000
23	\$73,100	\$3,000
24	\$73,400	\$3,000
25	\$73,700	\$3,000
26	\$74,000	\$3,500
27	\$74,300	\$3,500
28	\$74,600	\$3,500
29	\$74,900	\$3,500
30	\$75,385	\$3,500
31	\$76,205	\$4,000
32	\$76,805	\$4,000
33	\$77,405	\$4,000
34	\$78,005	\$4,000
35	\$78,605	\$4,000
36	\$79,205	\$4,000
37	\$79,805	\$4,000
38	\$80,405	\$4,000

\$1,000 General Master's Degree Stipend

At least \$2,800 increase for continuing Teachers

The salaries listed above are based on 10-month employment for the 2025-2026 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

For any funds received by Aledo ISD for a designated teacher under the Teacher Incentive Allotment, 90% will be paid to the designated teacher. The remaining 10% will be used for training and support of the system, expansion of the system, and professional development. Should the District receive funding for a designated teacher who has resigned or retired, the District will forward payment to the resigned or retired teacher as soon as practicable.



**Aledo Independent School District
Digital Learning Specialist/Interventionist
2025-2026 New Hire Guide**

Completed Years of Experience	New Hire Salary
0	\$63,000
1	\$63,000
2	\$63,300
3	\$63,600
4	\$63,900
5	\$66,400
6	\$66,700
7	\$67,100
8	\$67,600
9	\$68,000
10	\$68,400
11	\$68,700
12	\$69,000
13	\$69,400
14	\$69,800
15	\$70,200
16	\$70,500
17	\$70,800
18	\$71,200
19	\$71,600
20	\$72,000
21	\$72,400
22	\$72,800
23	\$73,100
24	\$73,400
25	\$73,700
26	\$74,000
27	\$74,300
28	\$74,600
29	\$74,900
30	\$75,385
31	\$76,205
32	\$76,805
33	\$77,405
34	\$78,005
35	\$78,605
36	\$79,205
37	\$79,805
38	\$80,405

Aledo ISD Non-Teacher Experience Stipend	
Years of AISD Experience Starting 2025-2026	Stipend Amount
1 - 5	\$500
6 - 10	\$750
11 - 15	\$1,000
16 - 20	\$1,250
21 - 25	\$1,500
26 - 30	\$1,750
31+	\$2,000

\$1,000 General Master's Degree Stipend

This guide applies to Digital Learning Specialist/Interventionist who teaches students not less than an average of four (4) hours each day.

The salaries listed above are based on 10-month employment for the 2025-2026 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.



**Aledo Independent School District
Clerical/Paraprofessional Pay Plan
2025-2026**

Pay Grade	Job Title	Duty Days	Minimum	Midpoint	Maximum	
1			Hourly Rate	\$15.25	\$18.15	\$21.05
	Aide, Physical Education	177	177 Days	\$21,594	\$25,700	\$29,807
	Aide, Teacher's	177				
2			Hourly Rate	\$16.15	\$19.23	\$22.31
	Aide, ISS	177	177 Days	\$22,868	\$27,230	\$31,591
	Aide, Library	177	195 Days	\$25,194	\$29,999	\$34,804
	Aide, Special Education	177	205 Days	\$26,486	\$31,537	\$36,588
	Receptionist, High School	220	220 Days	\$28,424	\$33,845	\$39,266
	Receptionist, Middle School	195				
	Receptionist, Ninth Grade Campus	205				
3			Hourly Rate	\$17.15	\$20.42	\$23.69
	Aide, Bilingual	177	167 Days	\$22,912	\$27,281	\$31,650
	Aide, Special Education, Special Needs	177	177 Days	\$24,284	\$28,915	\$33,545
	Attendance Clerk, High School	177	195 Days	\$26,754	\$31,855	\$36,956
	Attendance Clerk, Middle School	177	205 Days	\$28,126	\$33,489	\$38,852
	Certified Medical Assistant	177	207 Days	\$28,400	\$33,816	\$39,231
	Choral Accompanist	167	220 Days	\$30,184	\$35,939	\$41,694
	Distance Learning Aide, High School	195				
	Registrar/PEIMS Clerk, Elementary School	220				
	Registrar/PEIMS Clerk, Middle School	220				
	Registrar/PEIMS Clerk, Ninth Grade Campus	220				
	Secretary, Assistant Principal, High School	205				
	Secretary, Counselor, High School	205				
	Secretary, Finance, High School	207				
	Special Programs Clerk (SHARS/PEIMS)	195				
	Special Programs Clerk	195				
	Specialist, Student Safety	167				
	Specialist, Truancy Prevention	177				
4			Hourly Rate	\$18.25	\$21.73	\$25.21
	Aide, Behavior Interventionist	180	180 Days	\$26,280	\$31,291	\$36,302
	Clerk, Facilities	236	195 Days	\$28,470	\$33,899	\$39,328
	Receptionist/Bearcat Store Manager, Administration Building	236	220 Days	\$32,120	\$38,245	\$44,370
	Registrar/PEIMS Clerk, High School	220	236 Days	\$34,456	\$41,026	\$47,596
	Secretary, Alternative School Principal	195				
	Secretary, Elementary School Principal	220				
	Secretary, Middle School Principal	220				
	Secretary, Ninth Grade Principal	220				
	Secretary/PEIMS, Early Childhood Academy Associate Principal	220				



**Aledo Independent School District
Clerical/Paraprofessional Pay Plan
2025-2026**

Pay Grade	Job Title	Duty Days	Minimum	Midpoint	Maximum	
5			Hourly Rate	\$21.75	\$25.89	\$30.03
	Business Office Clerk	236	184 Days	\$32,016	\$38,110	\$44,204
	Dispatcher (Transportation)	236	187 Days	\$32,538	\$38,731	\$44,925
	Licensed Vocational Nurse (LVN)	184/187	205 Days	\$35,670	\$42,460	\$49,249
	Secretary, Advanced Academics & Career Technology Education	236	220 Days	\$38,280	\$45,566	\$52,853
	Secretary, Athletic Director	236	236 Days	\$41,064	\$48,880	\$56,697
	Secretary, Child Nutrition	205				
	Secretary, High School Principal	220				
	Secretary, Maintenance	236				
	Secretary, Special Programs	236				
	Site Supervisor, Child Nutrition	205				
	Specialist, PEIMS Data	236				
	Specialist, Safety (Transportation)	236				
6			Hourly Rate	\$24.45	\$29.10	\$33.75
	Coordinator, Routing (Transportation)	236	236 Days	\$46,162	\$54,941	\$63,720
	Help Desk Technician	236				
	Secretary, Assistant Superintendent C & I	236				
	Secretary, Business Office	236				
	Secretary, Human Resources	236				
	Secretary, Police/Technology	236				
	Specialist, Accounts Payable	236				
	Specialist, Certification	236				
	Specialist, Human Resources	236				
	Specialist, Payroll	236				
7			Hourly Rate	\$32.15	\$38.27	\$44.39
	Executive Assistant, Superintendent	236	236 Days	\$60,699	\$72,254	\$83,808



**Aledo Independent School District
Auxiliary Pay Plan
2025-2026**

Pay Grade	Job Title	Duty Days	Minimum	Midpoint	Maximum	
1			Hourly Rate	\$15.30	\$18.22	\$21.14
	Assistant Instructor, Child Development Center	195	174 Days	\$15,973	\$19,022	\$22,070
	Bus Monitor (6.0 hrs. per day)	174	174* Days	\$17,304	\$20,607	\$23,909
	Bus Monitor/White Fleet (6.0 hrs. per day)	174	174** Days	\$18,635	\$22,192	\$25,749
	Child Nutrition Specialist (6.5 hrs. per day)	174*	174*** Days	\$19,967	\$23,777	\$27,588
	Child Nutrition Specialist, High School (7.0 hrs. per day)	174**	195 Days	\$23,868	\$28,423	\$32,978
	Child Nutrition Asst Manager, High School (7.5 hrs. per day)	174***				
2			Hourly Rate	\$17.15	\$20.41	\$23.67
	Child Nutrition Manager, Elementary School/ECA	180	180 Days	\$24,696	\$29,390	\$34,085
	Lead Instructor, Child Development Center	195	195 Days	\$26,754	\$31,840	\$36,925
	Warehouse Worker, Shipping & Receiving	261	261 Days	\$35,809	\$42,616	\$49,423
3			Hourly Rate	\$18.25	\$21.73	\$25.21
	Child Nutrition Manager, Middle School	180	180 Days	\$26,280	\$31,291	\$36,302
	Child Nutrition Manager, Ninth Grade Campus	180	261 Days	\$38,106	\$45,372	\$52,638
	General Maintenance Worker	261				
4			Hourly Rate	\$22.00	\$26.18	\$30.36
	Carpenter/Locksmith	261	180 Days	\$31,680	\$37,699	\$43,718
	Child Nutrition Manager, High School	180	261 Days	\$45,936	\$54,664	\$63,392
	Trade Apprentice	261				
5			Hourly Rate	\$26.50	\$31.56	\$36.62
	Electrician	261	261 Days	\$55,332	\$65,897	\$76,463
	HVAC Technician	261				
	Plumber	261				
	Vehicle Mechanic	261				



**Aledo Independent School District
Auxiliary Pay Plan
2025-2026**

Pay Grade	Job Title	Duty Days				
			Minimum	Midpoint	Maximum	
6			Hourly Rate	\$29.75	\$35.42	\$41.09
	Assistant Director, Child Development Center	207	195 Days	\$46,410	\$55,255	\$64,100
	Mechanic Supervisor	261	207 Days	\$49,266	\$58,656	\$68,045
	Police Officer	195	261 Days	\$62,118	\$73,957	\$85,796
	Skilled Maintenance Lead	261				
LRM			Hourly Rate	\$15.25	\$15.25	\$15.25
	Lunch Room Monitor (3.5 hrs. per day)	167	167 Days	\$8,914	\$8,914	\$8,914
BD			Hourly Rate	\$23.25	\$26.56	\$29.87
	Bus Driver (6.0 hrs. per day)	174	174 Days	\$24,273	\$27,729	\$31,184
BDT			Hourly Rate	\$15.25	\$15.25	\$15.25
	Bus Driver Trainee (6.0 hrs. per day)	90	90 Days	\$8,235	\$8,235	\$8,235



**Aledo Independent School District
Administrative/Professional Pay Plan
2025-2026**

Pay Grade	Job Title	Duty Months	Minimum	Midpoint	Maximum	
1			Monthly	\$5,576	\$6,800	\$8,024
	Assistant, Speech-Language Pathologist (SLP)	10	10 Months	\$55,760	\$68,000	\$80,240
	Business Manager	12	12 Months	\$66,912	\$81,600	\$96,288
	Coordinator, Communications	12				
	Coordinator, District PEIMS	12				
	Coordinator, Payroll and Benefits	12				
	Purchasing Manager/Accountant (degreed)	12				
2			Monthly	\$6,022	\$7,344	\$8,666
	Assistant Principal, Elementary	11	10 Months	\$60,220	\$73,440	\$86,660
	Certified Behavior Analyst	10	10.5 Months	\$63,231	\$77,112	\$90,993
	Coordinator, Agriculture Education	12	11 Months	\$66,242	\$80,784	\$95,326
	Coordinator, Career Technology Education (CTE)	12	11.5 Months	\$69,253	\$84,456	\$99,659
	Counselor, Alternative School	10.5	12 Months	\$72,264	\$88,128	\$103,992
	Counselor, Elementary School	10.5				
	Counselor, High School	11/11.5				
	Counselor, District Intervention	10.5				
	Counselor, Middle School/ALC	10.5				
	Counselor, Special Education	10				
	Diagnostician	10.5				
	Director, Child Development Center	11				
	Facilities Manager	12				
	Instructional Specialist	11				
	Lead Athletic Trainer	11				
	Licensed Specialist in School Psychology (LSSP)	10.5				
	Manager, Admission, Review & Dismissal (ARD)	10				
	Nurse, RN	10				
	Specialist, Behavior Intervention	10				
	Specialist, Early Literacy	12				
	Specialist, Lead Campus Testing	11				
	Specialist, Special Education Program	11				
	Speech-Language Pathologist (SLP)	10				



**Aledo Independent School District
Administrative/Professional Pay Plan
2025-2026**

Pay Grade	Job Title	Duty Months	Minimum	Midpoint	Maximum	
3			Monthly	\$6,324	\$7,711	\$9,098
	Assistant Principal, Middle School	11	10 Months	\$63,240	\$77,110	\$90,980
	Associate Principal, Early Childhood Academy	11.5	11 Months	\$69,564	\$84,821	\$100,078
	Cyber Security Administrator	12	11.5 Months	\$72,726	\$88,677	\$104,627
	Director, Band	11.5	12 Months	\$75,888	\$92,532	\$109,176
	Instructional Coordinator, English Language Arts	12				
	Instructional Coordinator, Instructional Technology	12				
	Instructional Coordinator, Math	12				
	Instructional Coordinator, Science	12				
	Instructional Coordinator, Social Studies	12				
	Network Administrator	12				
	Occupational Therapist	10				
	Software Application Administrator	12				
	Systems Administrator/Network Administrator	12				
4			Monthly	\$7,114	\$8,675	\$10,236
	Assistant Director, Technology	12	11 Months	\$78,254	\$95,425	\$112,596
	Assistant Director, Transportation	12	11.5 Months	\$81,811	\$99,763	\$117,714
	Assistant Principal, High School	11	12 Months	\$85,368	\$104,100	\$122,832
	Coordinator, Special Programs	12				
	Director, Advanced Academics & Career Technology Education	12				
	Head Football Coach, High School	12				
	Principal, Alternative School	11.5				
	Principal, Elementary School	11.5				
5			Monthly	\$8,366	\$9,959	\$11,552
	Associate Principal, High School	11.5	11.5 Months	\$96,209	\$114,529	\$132,848
	Chief of Police/Director, Safety & Security	12	12 Months	\$100,392	\$119,508	\$138,624
	Director, Assessment & Accountability	12				
	Director, Athletics	12				
	Director, Child Nutrition	11.5				
	Director, Communications	12				
	Director, Facilities & Operations	12				
	Director, Human Resources	12				
	Director, Special Programs	12				
	Director, Transportation	12				
	Principal, Middle School	11.5				



**Aledo Independent School District
Administrative/Professional Pay Plan
2025-2026**

Pay Grade	Job Title	Duty Months	Minimum	Midpoint	Maximum	
6						
	Principal, High School	11.5				
			Monthly	\$9,454	\$11,254	\$13,053
		11.5	Months	\$108,721	\$129,421	\$150,110
7						
	Assistant Superintendent, Curriculum & Instruction	12				
	Assistant Superintendent, Student & Community Programs	12				
	Chief Facilities and Construction Officer	12				
	Chief Financial Officer	12				
	Chief Technology Officer	12				
	Deputy Superintendent	12				
			Monthly	\$10,400	\$12,379	\$14,358
		12	Months	\$124,800	\$148,548	\$172,296



**Aledo Independent School District
Aledo ISD Experience Stipend
Non-Teachers Only and Total Aledo ISD Years Experience**

Years after completion of 2024-2025	Stipend Amount
1-2	\$ 500.00
3-5	\$ 500.00
6-10	\$ 750.00
11-15	\$ 1,000.00
16-20	\$ 1,250.00
21-25	\$ 1,500.00
26-30	\$ 1,750.00
31+	\$ 2,000.00

