



ALEDO ISD BOARD MEETING TEMPLATE

MEETING DATE: April 20, 2026

AGENDA ITEM: 2025-2026 Pay Systems Review Report

PRESENTER: Earl Husfeld, Chief Financial Officer

BACKGROUND INFORMATION:

- In the fall of 2025, the District contracted with HR Services at TASB to conduct their annual maintenance review of our employee pay systems in order to compare Aledo ISD with our market. Our market was defined as thirteen (13) selected school districts that are either near us and we often compete with for staff, or districts that are similar in size and/or demographics.
- In order to provide for relevant, year-to-year comparisons, the same thirteen (13) school districts used for the 2024-2025 pay systems review were also used for the 2025-2026 review.
- Nicolle Gee-Guzman, HR Consultant, will share the results of the pay systems review with the Board of Trustees this evening and explain the project activities, data sources, market comparisons, etc.

FISCAL INFORMATION:

None - Information Report

ATTACHMENT(S):

2025-2026 Pay Systems Review Presentation

ADMINISTRATIVE RECOMMENDATION:

None - Information Report