

Abilene Independent School District Board Document - Agenda Item XX.XX

Meeting Date: May 7, 2026

Meeting Type: Board Workshop

Item Type: Information Item Future Action Required: Yes

If Yes, Month: June or July

Subject: Abilene ISD Pay Structures and TASB Pay Plans

Background Information:

This presentation outlines Abilene ISD's structured, data-driven approach to developing the 2026 compensation plan in partnership with TASB. The process begins with gathering input from district leadership, employees, and survey data to establish priorities, followed by a comprehensive analysis of salary data, staffing trends, and market comparisons to identify gaps and ensure equity. Human Resources then refines the strategy by aligning compensation adjustments with district goals, such as staffing ratios and retention needs, while evaluating financial sustainability. The final plan is developed collaboratively with TASB to ensure accuracy, competitiveness, and alignment with district priorities, resulting in a compensation system designed to attract, retain, and support high-quality staff while remaining fiscally responsible and focused on improving student outcomes.

Attached Supporting Documents:

TASB Pay Maintenance Draft

TASB Revised Models

Pay Study Process Presentation

TASB Presentation

Fiscal Implications:

Future impact to budget

Administrative Recommendation:

None at this time

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