



# **Board of Trustees Meeting**

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*Date*



# **Abilene ISD Compensation Planning Process**

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*Mrs. Alison Sims*

*Associate Superintendent for the  
Development of Human Resources*



# Why This Matters

- Improves retention
- Ensures competitive pay
- Aligns compensation with district priorities
- Uses taxpayer dollars responsibly



# Gathering Input and Setting Priorities

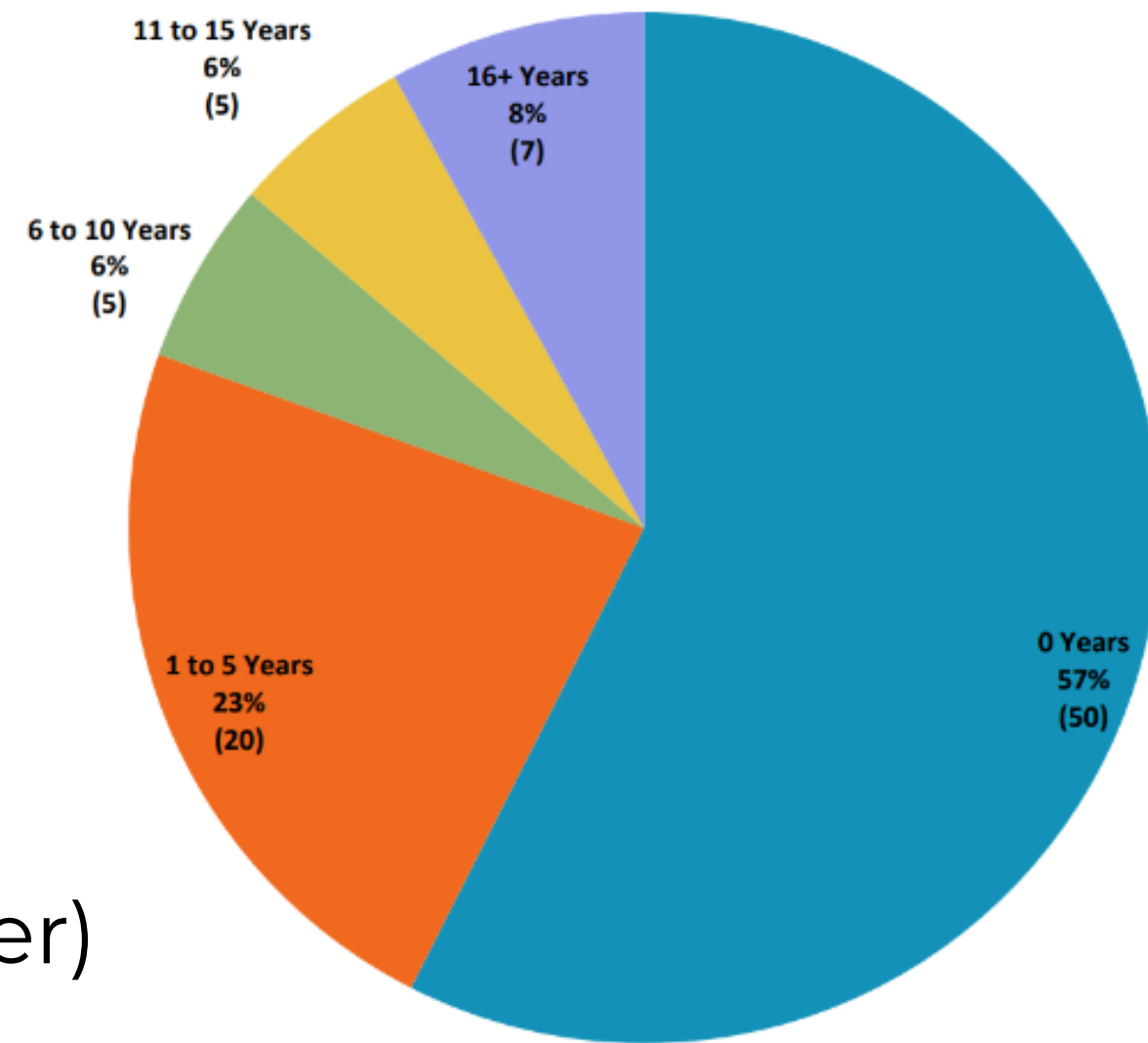
- Leadership Input
  - One-on-one meetings with principals and department leaders
- TASB Collaboration
  - Initial strategy session to align on approach and timeline
- Employee Voice
  - Survey data (ex: paraprofessional pay identified as top priority)

**We begin with stakeholder input to ensure compensation reflects real needs.**



## Data Analysis and Validation

- District Data Submitted to TASB
  - Salaries, experience, job titles
- TASB Review
  - Identifies inequities and market gaps
- HR Internal Analysis
  - Staffing levels
  - Experience distribution
  - Turnover trends (ex: ~10% teacher turnover)



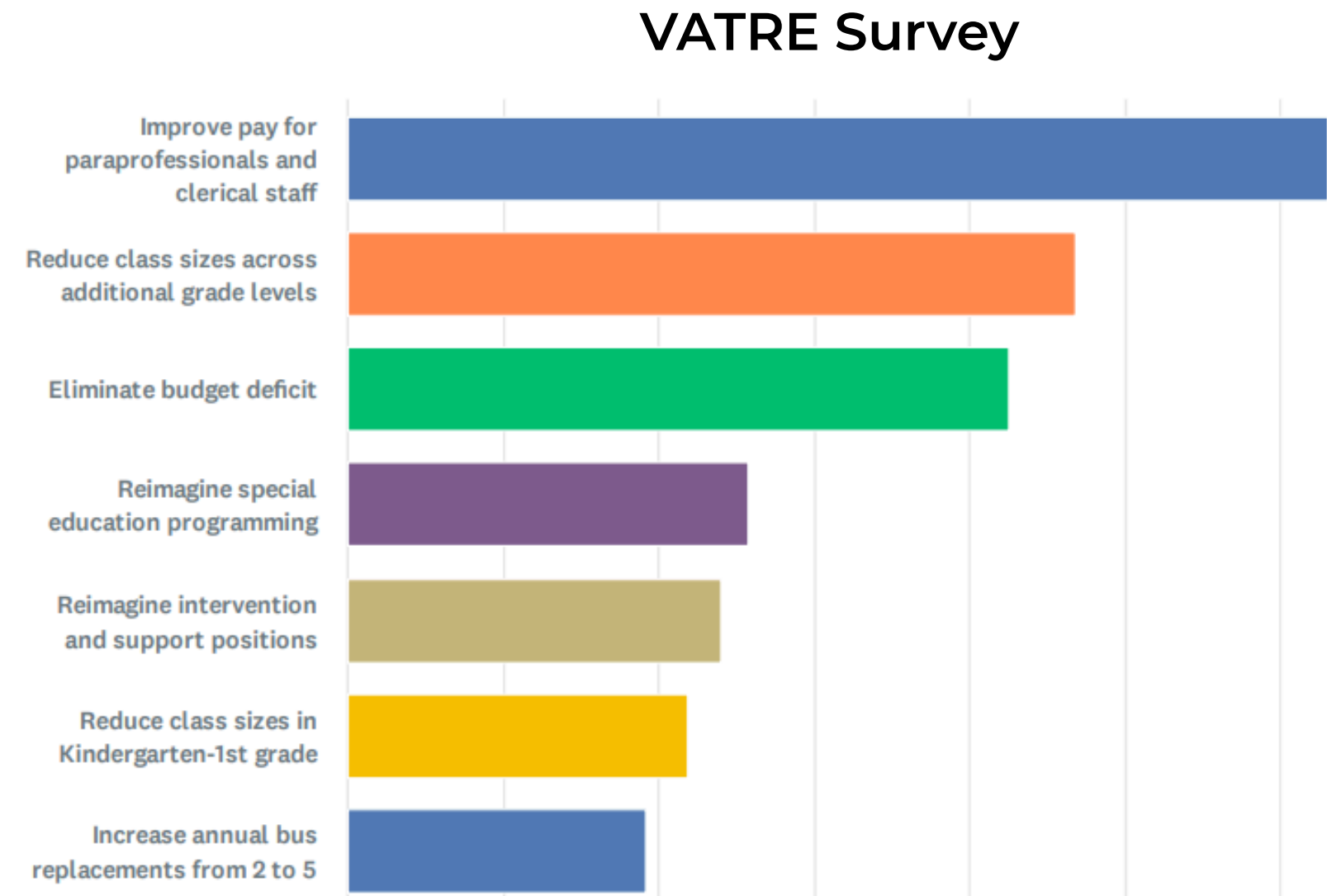
87 Teachers  
with 0 years of local experience in 2025-2026

**This step ensures our compensation plan is accurate, competitive, and equitable.**



# Refining the Strategy

- Address Identified Gaps
  - Example: paraprofessional pay priority
- Align with District Goals
  - Staffing ratios (ex: K-1 at 22:1)
- Evaluate Financial Impact
  - Ensure sustainability within budget



**HR refines the strategy to balance staff needs, district priorities, and financial reality.**



## **Final Collaboration with TASB**

- TASB Builds Market-Based Structures
- HR Reviews for Accuracy & Fit
- Adjustments Made for Equity & District Priorities
- Final Plan Prepared for Board Consideration

**The final compensation plan reflects a collaborative, data-driven process designed to attract, retain, and support high-quality staff.**



**This process ensures every compensation decision is intentional, competitive, and aligned to student success.**