

***Manor Independent School District***  
***Board of Trustees Meeting Agenda Item***  
*June 15, 2026*

<b>CONSENT ITEM SHEET</b>
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**RE:** Consideration and Approval of the 2026-2027 School Year Compensation Manual

**Supporting Documents:**

1. 2026-2027 Compensation Plan and Manual

**District Goals:**

Goal 2: COMMUNICATION- By 2026, 100% of Manor ISD communication to all scholars, family, staff, & community members will be interactive, accurate, timely, & accessible to ensure the Manor ISD community is routinely informed.

Goal 4: EQUITY & INNOVATION- By 2026, 100% of Manor ISD scholars, staff, campuses, and school communities will have equitable access to innovative academic, human, financial, capital, technological, and all other necessary resources and supports.

Goal 6: STAFF DEVELOPMENT- By 2026, Manor ISD will attract, develop, and retain highly-effective staff through an environment of equitable opportunity, growth, & innovation.

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**Background Information:**

Each year, the superintendent must recommend an annual compensation plan. The compensation plan is reflected in a compensation manual. The 2026-2027 plan and manual will reflect:

- Updates to the pay grade ranges based on the 2024-2025 school year TASB salary study
- Increase in the number of stipends for the district's strategic staffing model

**Fiscal Implications:**

~\$1,200,000. The fiscal implications include new FTEs and a step increase in salary for teachers, librarians, and nurses for the 2026-2027 school year.

**Administrative Recommendation:**

Approve the compensation recommendations as presented and allow the superintendent and/or designee to make updates to the compensation plan for items already approved.

**Motion Language:**

I move that the board approve the 2026-2027 compensation plan as submitted and allow the administration to make the necessary adjustments to the plan and manual if funds are received from the Texas Legislature.

Dr. Tamey Williams-Hill

**Contact Person**

Dr. Robert Sorman

**Approved by Superintendent**