



Gregory-Portland Independent School District

BOARD MEMORANDUM

TO: DR. MICHELLE CAVAZOS

FROM: Deborah Garza

CC: BOARD OF TRUSTEES
DR. ISMAEL GONZALEZ III
BRITTNEY SOLIZ SANDOVAL
DEBORAH GARZA
MICHAEL THIEME
DR. MICHAEL NORRIS
PENNY ARMSTRONG
DR. WILLIAM STOUT

DATE: Monday, July 27, 2026

SUBJECT: 2026-2027 Compensation Plan/Handbook Update

PRIORITIES

PRIORITY 1: EXCEPTIONAL STUDENT PERFORMANCE

N/A

PRIORITY 2: HIGH PERFORMING AND ENGAGED WORKFORCE

2.1 Annually increase the percentage of staff satisfaction

2.2 Annually increase the retention rate of highly effective faculty and staff

PRIORITY 3: QUALITY SERVICE AND IMPACTFUL COMMUNITY ENGAGEMENT

N/A

PRIORITY 4: EFFICIENT AND EFFECTIVE DISTRICT AND CAMPUS OPERATIONS

4.1 Annually improve operational processes

4.2 Maintain fiscal viability; stewardship; and improve staff knowledge of sustainable budgeting processes

BACKGROUND INFORMATION:

Type: Action

On June 15, 2026 the 2026-2027 Compensation Plan/Handbook was approved by the School Board. Administration is bringing some updates at this time.

RECOMMENDATION:

Administration recommends to approve the updates to the 2025-2026 Compensation Plan/Handbook.

FINANCIAL IMPACT AMOUNT AND FUNDING SOURCE (IF APPLICABLE):

None

BOARD RELATED POLICY:

DEA(LEGAL)

DEA(LOCAL)

ACTION ITEM SUGGESTED MOTION (if applicable):

That the board approves the recommendation by the administration regarding to updates to the 2026-2027 Compensation Plan/Handbook.