



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

DATE: Monday, June 15, 2026

SUBJECT: Discuss and Take Possible Action on the 2026-2027 Compensation Handbook

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

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

BACKGROUND INFORMATION:

Type: Action

A compensation handbook for school districts in Texas is a comprehensive document that outlines the district's policies, procedures, and practices related to employee compensation. It provides transparency, consistency, and compliance with state and federal laws. The handbook serves as a communication tool, guiding administrators and employees on matters such as salary structures, benefits, recruitment, retention, and decision-making processes concerning compensation.

RECOMMENDATION:

Administration recommends to approve the compensation handbook for 2026-2027 school year.

FINANCIAL IMPACT AMOUNT AND FUNDING SOURCE (IF APPLICABLE):

n/a

BOARD RELATED POLICY:

DEA (LEGAL)

DEA (LOCAL)

ACTION ITEM SUGGESTED MOTION (if applicable):

That the board approves the recommendation by the administration regarding the 2026-2027 compensation handbook and allows and authorizes the superintendent or superintendent's designee to make any necessary adjustments/edits before the adoption of the 2026-2027 fiscal year budget.