



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, June 15, 2026

SUBJECT: Discuss and Take Possible Action on the 2026-2027 Compensation Plan for Non-Exempt Hourly Employees

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

Gregory-Portland ISD has continued to set the standard for the highest faculty and staff salaries in South Texas with a starting teacher salary of \$63,000 during the 2025-2026 school-year. In addition, average hourly rates for non-exempt employees is approximately \$20. per hour.

Due to forecasted financial projections, district administration is evaluating various strategies and methods of reducing re-occurring costs that will support the effort of balancing the annual budget based on anticipated local, state, and federal revenues.

RECOMMENDATION:

Option 1

Administration recommends to approve the 2026–2027 compensation plan for non-exempt hourly employees, which includes maintaining the current base pay (with no recurring raise to base salary) and providing a one-time pay increase of \$2,500, with the payment being structured to ensure it is creditable for TRS purposes based on all applicable requirements and variables involved.

Option 2

Administration recommends to approve the 2026–2027 compensation plan for non-exempt hourly employees, which includes maintaining the current base pay (with no recurring raise to base salary) and providing a one-time pay increase of \$3,000, with the payment being structured to ensure it is creditable for TRS purposes based on all applicable requirements and variables involved.

FINANCIAL IMPACT AMOUNT AND FUNDING SOURCE (IF APPLICABLE):

Financial impact will be discussed at the board meeting

BOARD RELATED POLICY:

DEA (LEGAL)

DEA (LOCAL)

ACTION ITEM SUGGESTED MOTION (if applicable):

Motion Option 1

That the Board make a motion to approve the 2026–2027 compensation plan for non-exempt hourly employees, which includes maintaining the current base pay (with no recurring raise to base salary) and providing a one-time pay increase of \$2,500, with the payment being structured to ensure it is creditable for TRS purposes based on all applicable requirements and variables involved.

Motion Option 2

That the Board make a motion to approve the 2026–2027 compensation plan for non-exempt hourly employees, which includes maintaining the current base pay (with no recurring raise to base salary) and providing a one-time pay increase of \$3,000, with the payment being structured to ensure it is creditable for TRS purposes based on all applicable requirements and variables involved.