



Board Agenda Item

	Reports of the Superintendent	Action Item	Consent Agenda	Reports, Routine Monthly	Other
05-18-2026	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Subject:	IX. ACTION ITEMS				
	B. Consider Approving the 2026-2027 Compensation Plan				
Presenter or Contact Person:	Executive Director of Human Resources Antonio Tijerina				
Policy/Code:	DEA (LOCAL)				
Summary:	<p>The proposed compensation plan is designed to support the District's goal of maintaining effective teachers in every classroom while remaining fiscally responsible during a challenging budget year. The District completed a comprehensive market salary study for all positions to evaluate competitiveness and alignment across job categories. While current financial constraints do not allow for general pay increases, the proposed plan includes targeted adjustments to select stipends to better align with market conditions and District needs. In addition, the compensation plan restructures pay grades to ensure positions are appropriately aligned within their respective categories and compensation structures across the District.</p>				
Attachments:	2026-2027 Compensation Plan				
Recommendation:	The Administration recommends approving the 2026-2027 Compensation Plan as presented.				
Recommended Motion:	I move to approve the 2026-2027 Compensation Plan as presented.				