

Agenda of Special Meeting

The Board of Trustees Seguin ISD

A Special Meeting of the Board of Trustees of Seguin ISD will be held June 2, 2026, beginning at 6:00 PM in the Board Room, 1221 E. Kingsbury, Seguin, TX 78155.

The subjects to be discussed or considered or upon which any formal action may be taken are as listed below. Items do not have to be taken in the order shown on this meeting notice.

1. **Call to Order**

- A. Establish Quorum
- B. Announcement that this meeting of the Seguin Independent School District has been duly called and that notice of this meeting has been posted in accordance with the Texas Open Meetings Act, Section 551.043 of the Texas Government Code.
- C. Pledges to the United States Flag and Texas Flag. Moment of silence.

2. **Audience with the Board**

The Seguin ISD Board of Trustees designates a time for audience participation at the beginning of each meeting to hear persons who desire to make comments. In accordance with Board Policy BED(Local):

- A. those wishing to speak shall sign up before the meeting begins stating the concern or noting the agenda item they wish to address; audience participation is limited to five minutes; the Board shall not deliberate any subject that is not on the posted agenda.

3. **Action Item:**

- A. Approval of 2026-2027 Compensation Plan 3
Liz Banks

4. **Closed Session:** Board will adjourn into closed session pursuant to the following sections of the Texas Open Meetings Act

- A. Pursuant to Texas Government Code Section §§§ 551.071, 551.074, 551.129 - Consultation with legal counsel including possible telephone consultation with legal counsel, as necessary, to address legal concerns, implications, and answer any legal questions regarding posted agenda items.
- B. Pursuant to Texas Government Code Section § 551.074 - Discuss personnel matters, including appointment, employment, evaluation, reassignment, duties, discipline or dismissal of an employee(s).
 - 1. Discussion Regarding Athletic Director/Head Coach at Seguin High School
 - 2. Discussion Regarding Special Education Director

5. **Open Session:**

- A. Possible action to approve the hire of Athletic Director/Head Football Coach

B. Possible action to approve the hire of Executive Director of Special Education

6. **Adjourn**

Action Item	Approval of 2026-2027 Compensation Plan
Contact Person(s)	Jeremy Nueman, Chief Human Resources Officer Elizabeth Banks, Chief Financial Officer
Background	<p>TASB (Texas Association of School Boards) was hired by Seguin ISD to perform a comprehensive review of the current employee compensation plan and recommend an updated compensation plan beginning in the 2026-2027 fiscal year. TASB will be presenting the details of the review and recommendations at the board meeting.</p>
Fiscal Implication(s)	N/A
District Goals	<input type="checkbox"/> Challenging & Meaningful Learning Experiences <input type="checkbox"/> Life-Ready Students <input type="checkbox"/> Positive Community Culture <input type="checkbox"/> Growth-Minded Personnel <input checked="" type="checkbox"/> Strategic Operational Stewardship
Administration's Recommendation	That the Board of Trustees adopt the 2026-2027 Compensation Plan as recommended.
Proposed Motion Language	I move to approve the 2026-2027 compensation plan as presented.

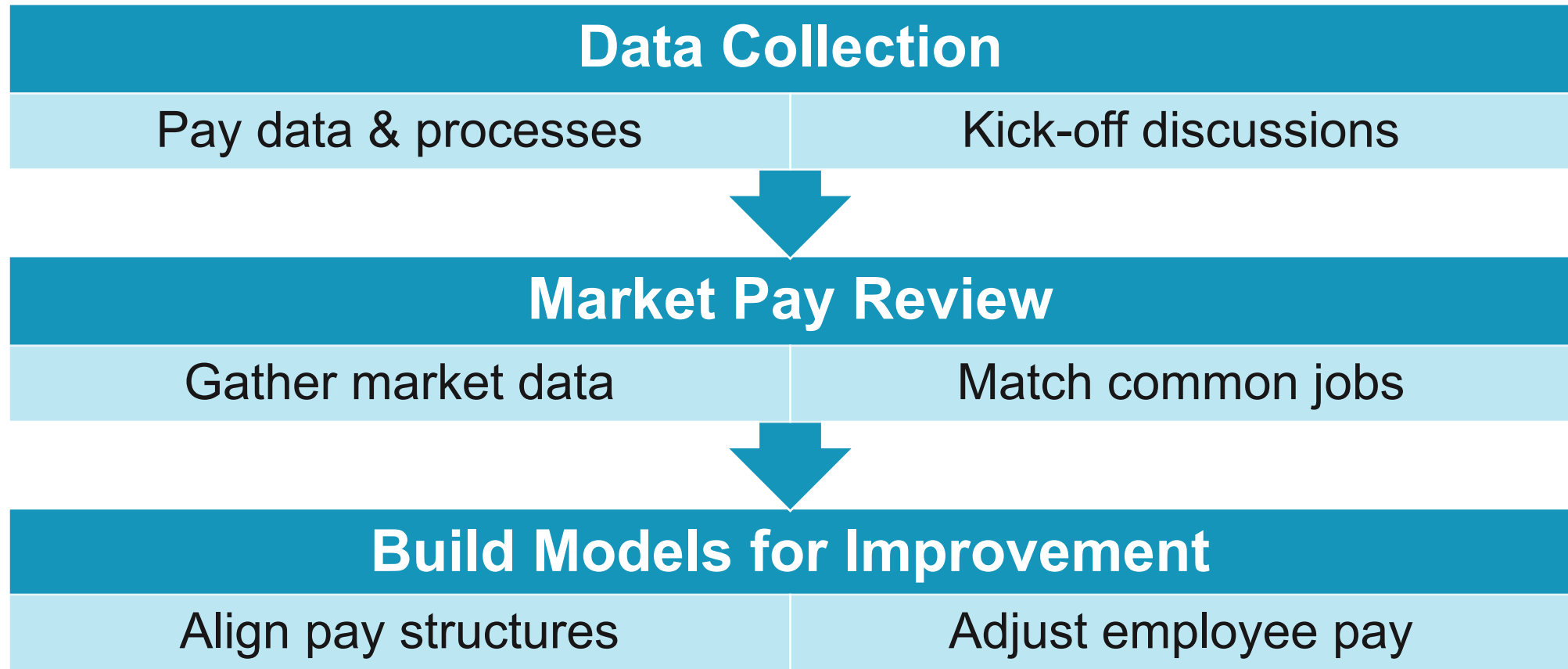


Seguin ISD

Pay Systems and Stipend Review

Danielle Hinson and Zachary Hobbs
June 2, 2026

TASB Pay Study Process



Compensation Concepts

Pay System Objectives

- **Recruit Employees**

- Competitive entry rates
- Competitive pay for experienced new hires

- **Pay for Job Value**

- Prevent overpayment or underpayment

- **Retain Employees**

- Advance pay to market rates
- Market-competitive pay increases

- **Control Costs**

- Salary plan and increases driven by budget

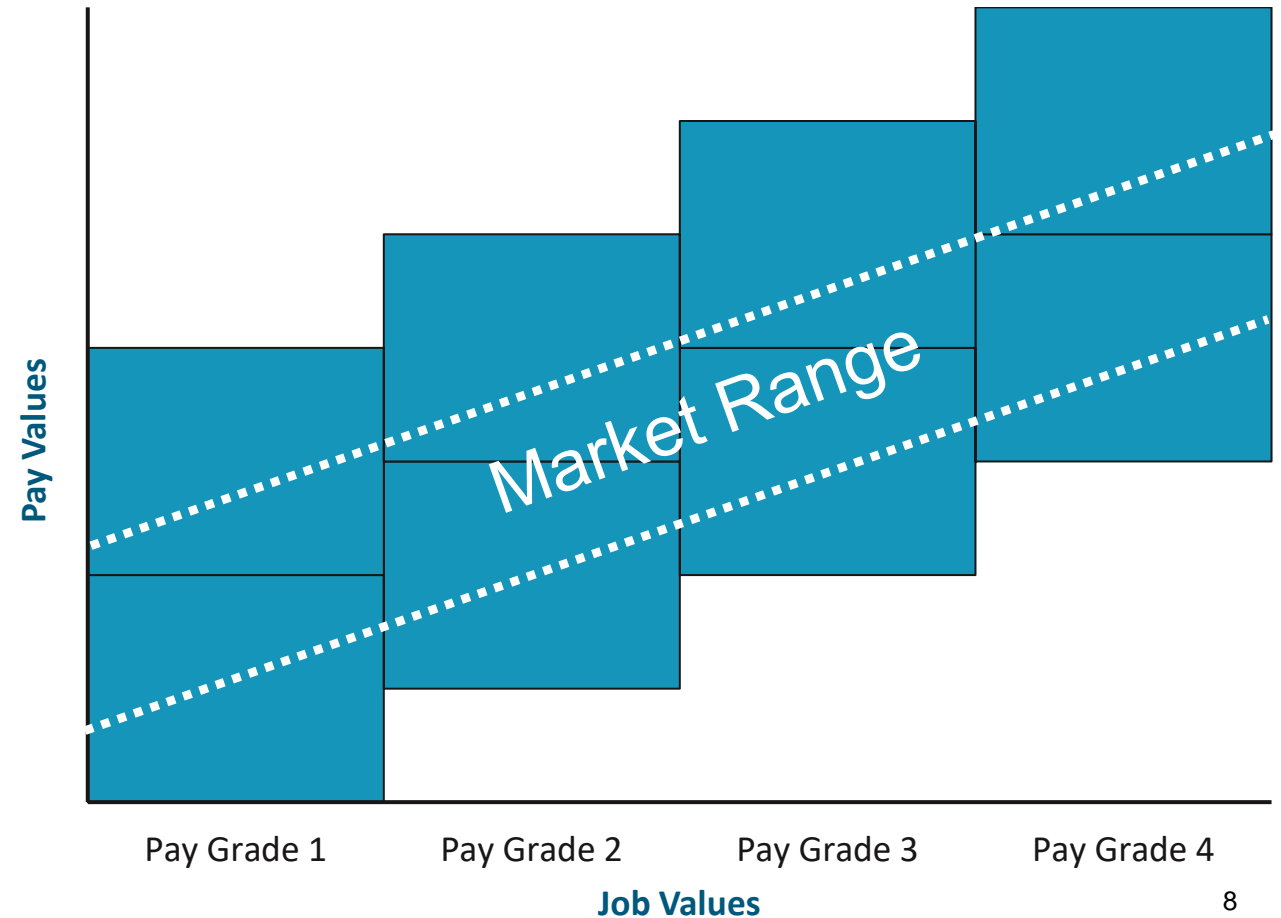
Pay System Controls

Pay Range Control Points

Maximum Rates –
maximum pay for job value

Midpoint Rates –
market target pay for job value

Minimum Rates –
lowest pay for job value



Findings

Market Districts

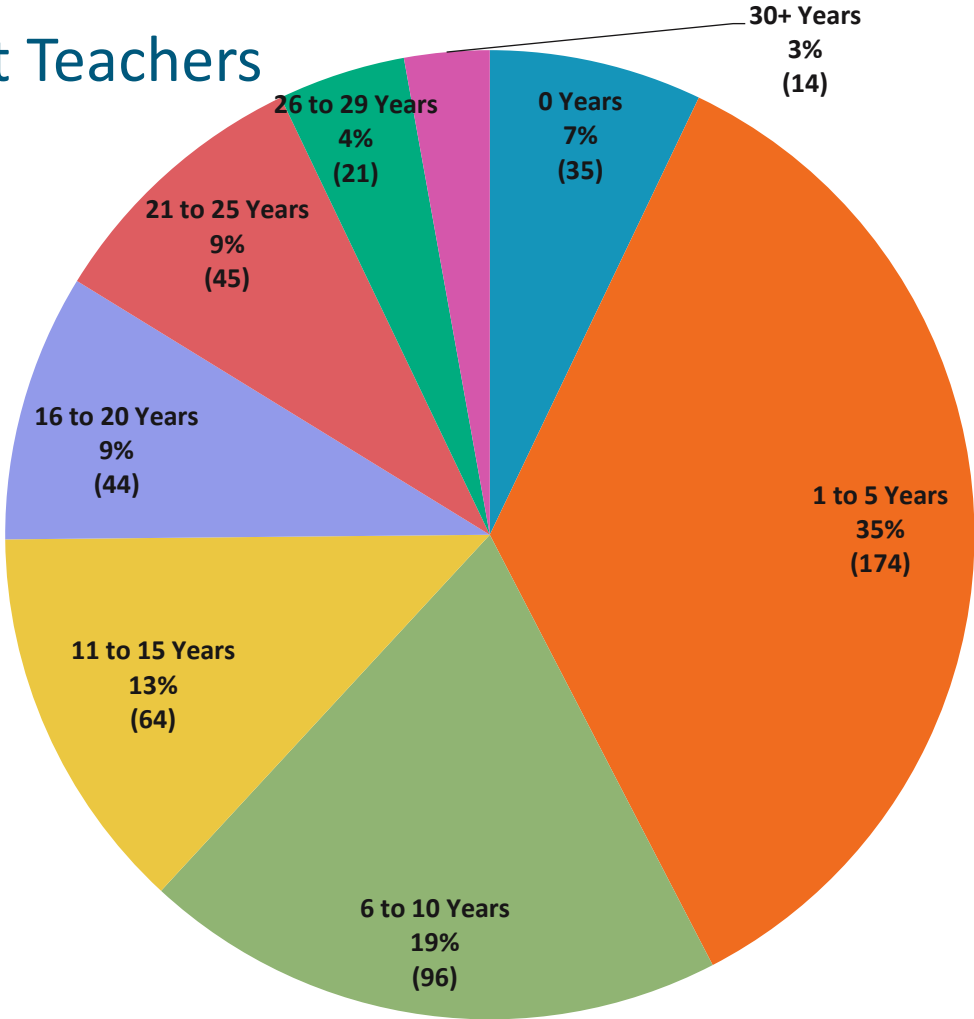
	District	ESC Region	Student Enrollment	Number of FTE	UIL Class	Teacher	Exempt* & Nonexempt	Stipends
1	Comal ISD	20	29,263	3,598	6A	**		
2	East Central ISD	20	11,814	1,687	6A	X	X	
3	Floresville ISD	20	3,927	556	4A	X	X	X
4	Gonzales ISD	13	2,541	423	4A	X	X	X
5	Hays CISD	13	24,955	3,376	6A	X	X	X
6	Judson ISD	20	22,674	3,450	6A	X	X	X
7	La Vernia ISD	20	3,467	487	4A	X	X	X
8	Lockhart ISD	13	6,812	861	5A	X	X	X
9	Luling ISD	13	1,441	202	3A	X	X	X
10	Marion ISD	20	1,770	247	3A	X	X	X
11	Navarro ISD	20	2,438	402	4A	X	X	X
12	New Braunfels ISD	20	9,688	1,348	5A	X	X	X
13	Nixon-Smilely CISD	13	1,001	222	3A	X	X	X
14	San Marcos CISD	13	8,207	1,298	6A	**		X
15	Schertz-Cibolo-Universal City ISD	20	14,767	1,914	6A	X	X	X
16	Stockdale ISD	20	862	143	3A	X	X	X
	Sequin ISD	20	7,200	1,077	5A	16	14	14

Other Market Sources

- Statewide market peers with enrollment between 5,000 and 9,999
- Non-school market for the San Antonio Metro Area
 - CompAnalyst
 - Payfactors by Payscale

Teachers – Demographics

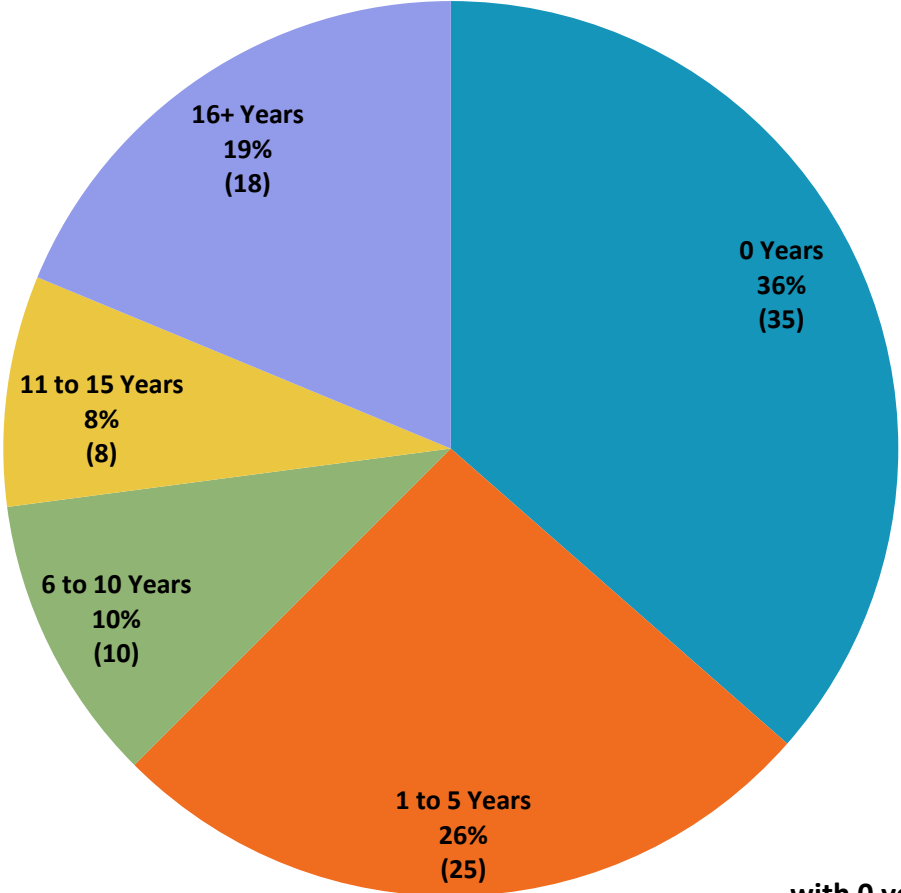
Experience of Current Teachers



493 Teachers

Teachers – Demographics

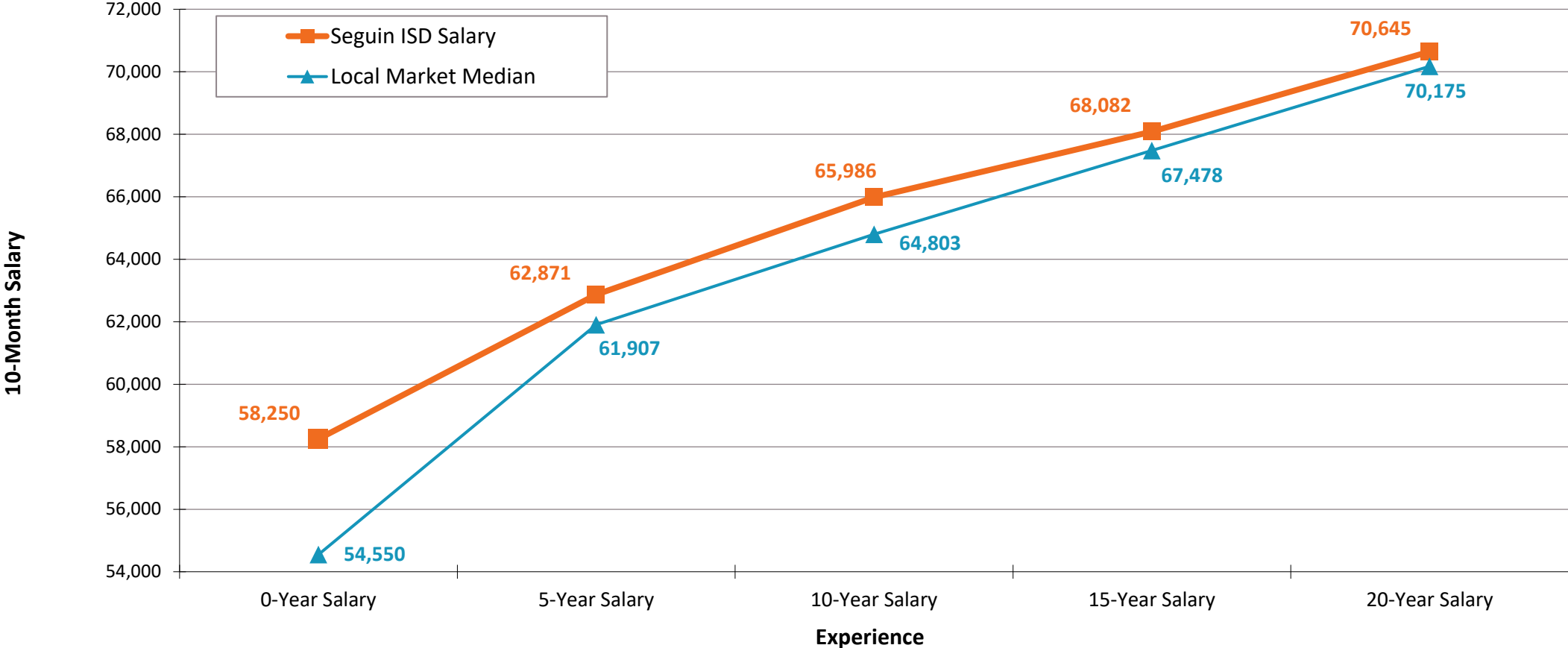
Experience of Newly Hired Teachers



96 Teachers
with 0 years of local experience in 2025-2026

Teachers – Market Graph

Teacher Salary Plan, 2025-2026
Market Comparison



Teachers – Market Salaries

	0 - Years	5 - Years	10 - Years	15 - Years	20 - Years	Average Salary
Seguin ISD Salary	\$58,250	\$62,871	\$65,986	\$68,082	\$70,645	\$64,186
Local Market Median	\$54,550	\$61,907	\$64,803	\$67,478	\$70,175	\$65,267
Percent of Market	107%	102%	102%	101%	101%	98%
Difference from Market	\$3,700	\$964	\$1,184	\$605	\$470	(\$1,080)

Teachers – Market Stipends

Stipend	Seguin ISD	Median Stipend	Districts Reporting
Master's Degree – General	\$1,000	\$1,500	12 of 14
Secondary Math	\$3,000	\$3,500	4 of 14
Secondary Science	\$1,500	\$3,000	4 of 14
Special Education – General Resource	\$1,500	\$2,500	7 of 14
Special Education – High Needs	\$4,500	\$2,500	13 of 14
Bilingual	\$6,500	\$3,750	10 of 14
ESL – Dual Language	\$2,000	\$2,750	4 of 14

Administrator/Professional– Market Salaries

Pay Group	Employee Pay to Market	Pay Grade Midpoint to Market	Number of Benchmarks
Central Administration	90%	91%	15
District Professional	104%	108%	11
Campus Administration	103%	102%	7
Campus Professional	97%	101%	16

Nonexempt Pay Groups – Market Salaries

Pay Group	Employee Pay to Market	Pay Grade Midpoint to Market	Pay Grade Minimum to Market	Number of Benchmarks
Instructional Support	104%	112%	116%	6
Clerical & Technical	104%	108%	109%	24
Child Nutrition	112%	127%	128%	5
Maintenance	96%	95%	106%	14
Transportation	95%	108%	108%	2

Extra Duty – Market Stipends

Stipend Group	Average Market Difference	Number of Benchmarks
Football	\$1,301	4
High School Head Coach	\$48	10
High School Assistant Coach	\$730	15
Middle School Coach	\$46	6
Cheerleading	(\$1,156)	4
Performing Arts	\$330	11
Academics and Sponsors	\$136	18

Recommendations

Recommendation 1

Adopt the proposed pay structures

- Strong starting salaries
- Midpoints aligned with market

Recommendation 2

Adopt model to support district budget

- 0% for all job groups, step increases for teachers
- For teacher structure, additional adjustments added to increase the experience differential and reduce compression between identified years
- Teacher Retention Allotment (TRA) added where necessary

Recommendation 3

Provide adjustments to address market differences and maintain equity

- Increase to 1 percent above minimum
- Strategic adjustments
- Teacher pay equity adjustments
- Placement scale adjustments

Recommendation 4

Consider increasing stipends for hard-to-fill teaching assignments if the district experiences turnover.

Districts with competitive teaching salaries may not experience turnover, and therefore, may not need to increase stipend amounts.

Recommendation 5 and 6

- Continue to adopt a market-based approach to pay planning.
- Annually review the district compensation plan.

Recommendation 7

- Increase extra-duty stipend amounts to the recommended levels to improve market competitiveness.
- Discontinue the practice of paying stipends to certain professionals. Include current stipend in base pay and move the job to the administrative/professional pay schedule.
- Review stipends against market value every two to three years and adjust stipends as needed to maintain market competitiveness.

Cost – Model 1 (0%)

Pay Group	Teacher Retention Allotment	General Pay Increase	Adjustments	Estimated Total Increase
Teachers	\$141,886	\$0	\$232,114	\$374,000
Administrative/Professional	\$0	\$0	\$516,374	\$516,374
Clerical/Technical	\$0	\$0	\$250,190	\$250,190
Child Nutrition	\$0	\$0	\$26,458	\$26,458
Maintenance	\$0	\$0	\$97,843	\$97,843
Transportation	\$0	\$0	\$49,667	\$49,667
Extra Duty Stipends	\$0	\$0	\$191,125	\$191,125
Total	\$141,886	\$0	\$1,363,771	\$1,505,657
% of Current Costs	0.2%	0.0%	2.1%	2.3%

Zachary Hobbs, Assistant
Director

800-580-7782


hrservices@tasb.org

Danielle Hinson, HR &
Compensation Consultant

800-580-7782

danielle.hinson@tasb.org

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