



## **Splendora ISD Board of Trustees Agenda Item Information Form**

**BOARD MEETING DATE:** June 16, 2025

**AGENDA ITEM NAME:** Stipend Schedule

**THIS ITEM RELATES TO STRATEGIC PLAN PILLAR(S):** Quality Staff

### **BACKGROUND INFORMATION:**

Each year, Human Resources conducts a comprehensive analysis of its stipend schedule to ensure it remains competitive within our regional market. This annual review is a critical component of our broader strategy to recruit and retain top talent across all areas of the district, including academics, athletics, fine arts, and extracurricular programs.

The analysis includes a comparison of stipends offered by peer districts, taking into consideration the scope of responsibilities, time commitments, and qualifications required for each role. Adjustments are recommended as needed to align with market trends and to recognize the contributions of our staff in supporting student success and enhancing the overall educational experience.

This ongoing review process reinforces our commitment to valuing employees, supporting equity in compensation, and maintaining a strong and motivated workforce.

### **ADMINISTRATIVE RECOMMENDATION:**

Administration recommends that the Board approve the proposed updates to the 2025–2026 stipend schedule as presented. These adjustments are based on a market comparison with surrounding districts and are designed to ensure our stipends remain competitive, equitable, and aligned with the responsibilities and expectations of each role.

**ATTACHMENTS:** [Stipend Schedule](#)

**BUDGET INFORMATION:** \$52,600 Increase in the Stipend Schedule

**RESOURCE PERSONNEL:** Dr. Shane Conklin

### **RECOMMENDED MOTION:**

“I move that the Board approve the 2025–2026 stipend schedule as recommended by administration.”