



## JUDSON INDEPENDENT SCHOOL DISTRICT

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**Meeting Date:** July 31, 2025

**Submitted By:** Monica Ryan

Lesley Lee

**Title:** Board President

Board Secretary

**Agenda Item:** Discussion and possible action(s) to amend the 2026-2026 Compensation Plan Stipends

### DISCUSSION/ACTION ITEM

#### **RECOMMENDATION:**

TASB Stipend Audit (April 2025) found 51 stipend categories below market average value. Recommend a pay equity adjustment to market value for stipends currently below market average.

#### **IMPACT/RATIONALE:**

#### **BOARD ACTION REQUESTED:**

**Approval/Disapproval**

# Board Agenda Item Form

*All Judson ISD students will receive a quality education enabling them to be successful in a global society.*

Board Meeting Date: 6/23/2025

Office	Agenda Location/Type
<input type="checkbox"/> Administrative Services	<input type="checkbox"/> Recognitions
<input checked="" type="checkbox"/> Business and Operations	<input type="checkbox"/> Consent Items
<input type="checkbox"/> Curriculum and Instruction	<input checked="" type="checkbox"/> Action Items
<input type="checkbox"/> Communication	<input type="checkbox"/> Discussions
<input checked="" type="checkbox"/> Human Resources	<input type="checkbox"/> Superintendent's Report
<input type="checkbox"/> Student Services	<input type="checkbox"/> Board Activities
<input type="checkbox"/> Superintendent	<input checked="" type="checkbox"/> Unfinished Business
<input type="checkbox"/> Other:	<input type="checkbox"/> New Business

**Strategic Priorities: Check the strategic priority your agenda item applies to.**

<input type="checkbox"/>	<b>Priority 1: Student Academic Achievement and Success</b>  1.1 Growth and Student Achievement 1.2 Student Experience and Well-Being 1.3 CCMR	<input checked="" type="checkbox"/>	<b>Priority 2: Faculty and Staff</b>  2.1 Faculty and Staff Recruiting and Retention 2.2 Faculty and Staff Engagement and Satisfaction 2.3 Faculty and Staff Capacity Building	<input type="checkbox"/>	<b>Priority 3: Stakeholder Engagement</b>  3.1 Parent and Family Satisfaction and Engagement 3.2 Connections with Governmental Institutions 3.3 Business and Community Partnerships
<input checked="" type="checkbox"/> <b>Priority 4: Finance and Operations</b>  4.1 Long-Range Facility Planning 4.2 Equity of Funds 4.3 Systematic Long-Range Financial Planning					

**Specific Items on Agenda:** Consider and take possible action(s) to amend the 2025-2026 Compensation Plan (Stipends)

**Discussion:** TASB Stipend Audit (April 2025) found 51 stipend categories below market average value.  
Recommend a pay equity adjustment to market value for stipends currently below market average.

**Requested by Board Member**

Monica Ryan / Lesley Lee