

**Manor Independent School District**  
**Board of Trustees Meeting Agenda Item**  
*September 14, 2026*

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| <b>CONSENT ITEM SHEET</b> |
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**RE:** Consideration and Approval of Updated Athletic Extra Duty Compensation

**Supporting Documents:**

1. Summary of Updated Athletic Extra Duty Compensation

**District Goals:**

Goal 2: By 2032, Manor ISD will retain and support high-quality staff at all levels of the organization.

Goal 5: The district will implement a 5-year plan that is transparent and demonstrates financial stewardship and efficiency.

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**Background Information:**

The 2026-27 Compensation Plan was approved by the Board during the June regular board meeting. However, the Athletic plan for Extra Duty compensation did not include some athletic events that are new to the program this year. There are also proposed adjustments to some of the hourly rates to stay at market or in competition with surrounding school districts, which will make it easier to acquire workers to staff athletic events.

**Fiscal Implications:**

The proposed changes would primarily require the athletic department to adjust their projected spending based on actual schedules and staffing needs. Extra duty will be monitored and adjusted according to increases in event participation and entry fees revenue.

**Administrative Recommendation:**

The Board approves the district's recommendation.

**Motion Language:**

I move that the Board of Trustees approve the updated Athletic Extra Duty Compensation Plan as presented.

Moises Santiago

**Contact Person**

Dr. Robert Sormani

**Approved by Superintendent**