# *Manor Independent School District*

***Board of Trustees Meeting Agenda Item***

*November 16, 2026*

## ACTION ITEM SHEET

**RE:** 2026-2027 Employee Retention Compensation

**Supporting Documents:**
N/A

**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:**
Manor ISD was not able to provide employees with a salary increase for the 2026-2027 school year. Our MISD school community voters invested in the district by approving the proposed bond that was on the November 2026 ballot. Along with the 313 agreement funds from Samsung that were not included in the original 26-27 budget, this allows the district to provide a one-time $400 retention stipend to employees who worked in the 25-26 school year and chose to return to Manor ISD for the 26-27 school year..

**Fiscal Implications:**
~$472,000

**Administrative Recommendation:**
Approve the employee retention compensation recommendation as presented and allow the superintendent and/or designee to make updates to the compensation plan for items already approved.

**Motion Language**:
I move that the board approve the employee retention compensation recommendation as presented and allow the superintendent and/or designee to make updates to the compensation plan for items already approved.

Even though the Texas legislature has not appropriately funded public schools, the compensation plan reflects the Board's desire to show appreciation for our current staff committed to our students and to attract high-quality employees to serve our students.

| Dr. Tamey Williams-Hill | Dr. Robert Sormani |
|---|---|
| **Contact Person** | **Approved by Superintendent** |