San Elizario ISD
P.O. Box 920
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MEMORANDUM

To: Members of the Board of Trustees
From: Gina Ramirez, Executive Director of Human Resources
Subject: 2026-2027 SEISD Compensation Plan Revision
Date: November 18, 2026

HISTORY:

Each year, the Board of Trustees reviews and approves the district compensation plan in alignment with the adopted district budget. The compensation plan serves as a guide to support transparency and ensure alignment with the Board-approved budget for the applicable school year. Throughout the year, the district continuously evaluates operational and student service needs. When a need arises, the district follows a review process to assess available internal resources before expending additional funds. In instances where the district is unable to provide the required services internally, contracted service options are considered and evaluated.

RATIONALE:

Contracted agencies and independent contractors provide specialized services at rates that vary based on the type of service, qualifications, market conditions, and demand. When contracted services are deemed necessary, the district evaluates agencies and individuals to identify qualified and effective providers while maintaining alignment with the Board-approved budget. Because contractor rates fluctuate over time, the Special Education (SPED) contracted service rates currently reflected in the 2026-2027 compensation plan are no longer representative of current market conditions. To maintain the integrity of the district's review process and ensure the district compensation plan remains current and accurate, it is recommended that the contracted services section be removed from the 2026-2027 SEISD compensation plan. The removal of the SPED contracted services section will not impact student services. Rather, it will support the district's ability to efficiently review and secure high-need services in accordance with established procedures and adherence to budgetary considerations.

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Special Education-Contracted Services	
Please refer to Human Resources	
~~Occupational Therapist *(per hour)*~~	~~$70.00~~
~~Physical Therapist *(per hour)*~~	~~$70.00~~
~~Speech Language Pathologist, CCC *(per hour)*~~	~~$55.00~~
~~Licensed Specialist in Schools Psychology *(per evaluation) Note: 1st year LSSP $375, Supervisor $100*~~	~~$475.00~~
~~Itinerant Teacher for Auditory Impaired *(per hour)*~~	~~$55.00~~
~~Transition Specialist *(per hour)*~~	~~$50.00~~
~~Orientation & Mobility Specialist *(per hour)*~~	~~$50.00~~
~~Doctor of Medicine *(per prescription)*~~	~~$15.00~~
~~Diagnostician *(per hour)*~~	~~$55.00~~

BUDGET IMPACT:
There is no budget impact associated with the removal of the SPED contracted services section from the compensation plan. The district will continue to adhere to the board approved 2026-2027 budget.

ADMINISTRATIVE RECOMMENDATION:
Approve the removal of the SPED contracted services section from the 2026-2027 SEISD Compensation Plan to ensure the plan remains current and to allow the district flexibility to evaluate and secure contracted services based on identified needs, prevailing market rates, and established administrative procedures in adherence with the 2026-2027 SEISD budget.

For Approval? ☒ Yes ☐ No
If not, please check one: ☐ Presentation ☐ Report ☐ Information
Please check if applicable: ☒ Attachment Included