

***Manor Independent School District***  
***Board of Trustees Meeting Agenda Item***  
*December 15, 2025*

<b>INFO ITEM SHEET</b>
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**RE:** Information Item: TASB Salary Study Equity Adjustments

**Supporting Documents:**

N/A

**District Goals:**

Goal 2: COMMUNICATION- By 2026, 100% of Manor ISD communication to all scholars, family, staff, & community members will be interactive, accurate, timely, & accessible to ensure the Manor ISD community is routinely informed.

Goal 4: EQUITY & INNOVATION- By 2026, 100% of Manor ISD scholars, staff, campuses, and school communities will have equitable access to innovative academic, human, financial, capital, technological, and all other necessary resources and supports.

Goal 6: STAFF DEVELOPMENT- By 2026, Manor ISD will attract, develop, and retain highly-effective staff through an environment of equitable opportunity, growth, & innovation.

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**Background Information:**

During the 2023-2024 school year, Manor ISD engaged TASB to conduct a salary study to identify areas where MISD needed to become market-competitive with salaries. The district has prioritized equity adjustments for job groups as the district's budget allowed each year. DEA (Local) gives the superintendent the authority to grant a pay increase to a non-contract employee after duties have begun to address pay equity; the superintendent shall notify the board.

The district is currently in a financial position where equity adjustments can be made for employees identified in the TASB salary study. The identified employees are in the police officer and clerical professional positions. Applying the equity adjustments will complement the updates to the pay grades that were made since the salary study was completed.

**Fiscal Implications:**

~\$112,000

**Administrative Recommendation:**

Information only.

**Motion Language:**

N/A

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Dr. Tamey Williams-Hill

**Contact Person**

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Dr. Robert Sormani

**Approved by Superintendent**