



Gregory-Portland Independent School District

BOARD MEMORANDUM

TO: DR. MICHELLE CAVAZOS

FROM: ISMAEL GONZALEZ III

CC: BOARD OF TRUSTEES
DEBORAH GARZA
MICHAEL THIEME
DR. MICHAEL NORRIS
PENNY ARMSTRONG
BRITTANY SANDOVAL

DATE: Monday, June 16, 2025

SUBJECT: Discuss and Take Possible Action on the 2025-2026 Compensation Plan for Non-Exempt Hourly Employees

PRIORITIES

PRIORITY 1: EXCEPTIONAL STUDENT PERFORMANCE

- 1.1 Annually increase performance in reading for all students and all student groups
- 1.2 Annually increase performance in math for all students and all student groups
- 1.3 Annually increase performance in College; Career; and Military Readiness for all students and all student groups
- 1.4 Annually increase student engagement for all students and all student groups
- 1.5 Annually increase the percentage of students who feel safe at school

PRIORITY 2: HIGH PERFORMING AND ENGAGED WORKFORCE

- 2.1 Annually increase the percentage of staff satisfaction
- 2.2 Annually increase the retention rate of highly effective faculty and staff

PRIORITY 3: QUALITY SERVICE AND IMPACTFUL COMMUNITY ENGAGEMENT

- 3.1 Annually increase the percentage of student satisfaction
- 3.2 Annually increase the percentage of parent/family satisfaction and engagement
- 3.3 Annually increase the percentage of community satisfaction and engagement

PRIORITY 4: EFFICIENT AND EFFECTIVE DISTRICT AND CAMPUS OPERATIONS

- 4.1 Annually improve operational processes
- 4.2 Maintain fiscal viability; stewardship; and improve staff knowledge of sustainable budgeting processes
- 4.3 Ensure strategic alignment of resources
- 4.4 Annually improve safety and security

BACKGROUND INFORMATION:

Type: Action

Gregory-Portland ISD has continued to set the standard for the highest faculty and staff salaries in South Texas with a starting teacher salary of \$62,000 during the 2024-2025 school-year. In addition, average hourly rates for non-exempt employees is approximately \$20.00 per hour.

Due to forecasted financial projections, district administration is evaluating various strategies and methods of reducing re-occurring costs that will support the effort of balancing the annual budget based on anticipated local, state, and federal revenues.

During the 2024-2025 school-year, district administration assembled a team of valued stakeholders representing all facets of the community to help develop recommendations for compensation and staffing plans. An employee survey was conducted, and the results were used to inform and guide the development of those recommendations. The compensation plan also incorporates provisions outlined in Texas House Bill 2, recently signed into law, which emphasizes increased compensation for teachers and other public-school employees.

In addition, the District contracted with the Texas Association of School Boards (TASB) to conduct a comprehensive Pay System Review Study to ensure fair, competitive, and sustainable compensation.

RECOMMENDATION:

Administration recommends to approve a 1% pay increase from mid-point and \$2,500.00 one-time pay increase for the 2025-2026 fiscal year

*Recommended pay schedule attached below

FINANCIAL IMPACT AMOUNT AND FUNDING SOURCE (IF APPLICABLE):

Financial impact will be discussed at the board meeting

BOARD RELATED POLICY:

DEA (LEGAL)

DEA (LOCAL)

ACTION ITEM SUGGESTED MOTION (if applicable):

That the board approve the 2025-2026 compensation plan to include a 1% pay increase from mid-point and a \$2,500 one-time pay increase for the 2025-2026 fiscal year for non-exempt hourly employees including paraprofessionals, clerical, technical, and auxiliary groups as presented by administration