

Terrell Independent School District

Executive Summary Report

Date	District Guiding Pillar	
April 21, 2025	Develop a resource allocation plan and long-term facilities plan that supports and maintains the financial stability of the district, is aligned with identified priorities, addresses future growth and facility improvement needs, and represents being good stewards of taxpayer funds.	

Agenda Item: Consider Approval of the Proposed Amended 2024-2025 Compensation Plan, Including Proposed Compensation Adjustments

Summary:

A competitive compensation plan has been identified as a District top priority to support recruitment and retention of excellent staff.

On June 17, 2024 the Board of Trustees adopted the 2024-2025 Compensation Plan.

Since the adoption of the plan, various revisions have been identified to address critical needs and to be able to attract quality staff to fulfill various supplemental duties. The proposed adjustments are summarized below:

- 1) Adjust summer school ESY Principal/Coordinator from hourly to stipend
- 2) Add Summer School Testing Coordinator pay rate
- 3) Add stipend for TIGER swim instructor certification

Attachments:

2024-2025 Amended Compensation Plan Supplemental Pay Rates and Stipends List

Administrative Recommendation:

It is the recommendation of the Superintendent that the Board of Trustees consider authorizing and approving the amended compensation plan as presented.

Budget/Funding

Board approved and appropriated budgeted funds, general operating budget, grant and title funds