



**Agenda IV.B.5
April 9, 2026**

To: Board of Education
Dr. Latanya Daniels, superintendent

From: Stacey Sovine, executive director of administrative services

Date: April 9, 2026

Re: Proposed Adoption of the Terms and Conditions of Employment for Confidential Employees of Independent School District 191

Recommendation: That the Board of Education approve the proposed revisions and re-adopt the unchanged language in the 2025-2027 Terms and Conditions of Employment for the Confidential Employees of Independent School District 191.

Notes:

There are 5 Confidential employees. These Terms are reviewed and updated on a bi-annual basis. Positions under these Terms are considered At-Will unless a State License is specifically required under statute. Employees under the Terms receive salary packages in alignment with comparable positions in other units and comply under State Pay Equity regulations.

Economic terms include:

Total

- Updated Dates
- Added MPFL Language
- Increase to 403(b) contribution.
- Two-year increased cost \$56,000. MSBA 7.00%

Attachments:

Proposed Terms and Conditions