

UVALDE CISD

TO: Members of the Board

FROM: Jon Orozco, Deputy Superintendent of HR and Facility Operations

PRESENTER: Jon Orozco, Deputy Superintendent of HR and Facility Operations

MEETING DATE: August 17, 2026

SUBJECT: Discuss to Approve the 2026-2027 Compensation Plan

BACKGROUND:

The Compensation Plan, Stipends and Pay Rates are presented for approval each year. This plan is for the 2026-2027 school year to include the following:

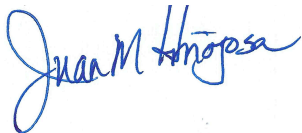
- Teacher Placement/Pay Schedule
- Non-Teacher Pay Schedule items
- Stipend Schedule for 2026-2027 school year include the following changes:
 - Mileage Reimbursement Rates
 - Extra Duty Rates, Athletic Event Pay Rates, Substitute Pay Rates
 - Updated Teacher Incentive Allotment spending plan

RECOMMENDATION:

Staff recommends approval 2026-2027 Compensation Plan, Stipends and Pay Rates, and Teacher Placement Scale.

Items considered in this proposed Compensation Plan:

Superintendent's Recommendation: _____ Approval _____ Rejected



Dr. Juan M. Hinojosa, Interim Superintendent