



JUDSON INDEPENDENT SCHOOL DISTRICT

Meeting Date: June 23, 2025

Submitted By: Monica
Ryan &
Lesley Lee
Title: Board President &
Board Secretary

Agenda Item: Discussion and possible action(s) to amend the 2026-2026 Compensation Plan Stipends

DISCUSSION/ACTION ITEM

RECOMMENDATION:

TASB Stipend Audit (April 2025) found 51 stipend categories below market average value. Recommend a pay equity adjustment to market value for stipends currently below market average.

IMPACT/RATIONALE:

BOARD ACTION REQUESTED:

Approval/Disapproval

Board Agenda Item Form

All Judson ISD students will receive a quality education enabling them to be successful in a global society.

Board Meeting Date: 6/23/2025

Office	Agenda Location/Type
<input type="checkbox"/> Administrative Services	<input type="checkbox"/> Recognitions
<input checked="" type="checkbox"/> Business and Operations	<input type="checkbox"/> Consent Items
<input type="checkbox"/> Curriculum and Instruction	<input checked="" type="checkbox"/> Action Items
<input type="checkbox"/> Communication	<input type="checkbox"/> Discussions
<input checked="" type="checkbox"/> Human Resources	<input type="checkbox"/> Superintendent's Report
<input type="checkbox"/> Student Services	<input type="checkbox"/> Board Activities
<input type="checkbox"/> Superintendent	<input checked="" type="checkbox"/> Unfinished Business
<input type="checkbox"/> Other:	<input type="checkbox"/> New Business

Strategic Priorities: Check the strategic priority your agenda item applies to.

<input type="checkbox"/>	Priority 1: Student Academic Achievement and Success 1.1 Growth and Student Achievement 1.2 Student Experience and Well-Being 1.3 CCMR	<input checked="" type="checkbox"/>	Priority 2: Faculty and Staff 2.1 Faculty and Staff Recruiting and Retention 2.2 Faculty and Staff Engagement and Satisfaction 2.3 Faculty and Staff Capacity Building	<input type="checkbox"/>	Priority 3: Stakeholder Engagement 3.1 Parent and Family Satisfaction and Engagement 3.2 Connections with Governmental Institutions 3.3 Business and Community Partnerships
<input checked="" type="checkbox"/> Priority 4: Finance and Operations 4.1 Long-Range Facility Planning 4.2 Equity of Funds 4.3 Systematic Long-Range Financial Planning					

Specific Items on Agenda: Consider and take possible action(s) to amend the 2025-2026 Compensation Plan (Stipends)

Discussion: TASB Stipend Audit (April 2025) found 51 stipend categories below market average value.
Recommend a pay equity adjustment to market value for stipends currently below market average.

Requested by Board Member

Monica Ryan / Lesley Lee