



San Elizario ISD  
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## MEMORANDUM

**To:** Members of the Board of Trustees  
**From:** Gina Ramirez, Executive Director of Human Resources  
**Subject:** 2025-2026 Proposed Compensation Recommendations  
**Date:** June 18, 2025

**HISTORY:** During the June 11, 2025, budget workshop, the Board of Trustees were provided with a budget overview for the 2025-2026 fiscal year regarding Counselor Fair Pay Adjustment, Master's Degree Stipend Revision, AP Stipend Addition, TRS Contribution, HSA/FSA, and potential teacher pay changes according to HB2. The district's financial position directly impacts these items. Revisions to update the SEISD 2025-2026 Compensation Plan have been made to adjust for the 2025-2026 year.

**RATIONALE:** The administration presents the Board of Trustees with a proposed compensation plan and proposed approvals for the 2025-2026 budget, which include the following:

- SEISD 2025- 2026 Compensation Plan (attachment)
- TRS contribution of \$225 for the SEISD (\$75.00 from the state) for a total contribution of \$350.
- AP Stipend Addition of \$200.00 per course.
- Counselor Fair Pair Adjustment for a total of \$19,871.36.
- Master's Stipend Adjustment of \$0.00.
- Teacher Pay Increase dependent on HB2 legislation.
- No general pay increase.

The Bilingual, Dual Language, and RTAP impacts were presented at the 2024-2025 rates with the projected number of employees in each.

- Bilingual Exam Stipend, 5 additional teachers, for \$2,500.00.
- Dual Language Stipend, 5 additional teachers, for \$22,000.00
- RTAP Apprentices, 3 additional employees, \$20, 601.00.

**BUDGET IMPACT:** The impact of the proposed 2025-2026 compensation revisions is reflected in the SEISD budget produced by the CFO.

**ADMINISTRATIVE RECOMMENDATION:** The administrative recommendation is to approve the 2025-2026 compensation plan as presented.

**For Approval?** ☒ Yes ☐ No

**If no, please check one:** ☐ Presentation ☐ Report ☐ Information

**Please check if applicable:** ☒ Attachment Included

The mission of the San Elizario Independent School District is to graduate students with innovative skills for 21st-century careers by focusing on academic and social skills, fostering transformative practices, and building community support through positive relationships between home and school.