



Brownsville Independent School District

Agenda Category: General Function
Contracts/MOU Board of Education Meeting: 10/07/25

Item Title: Recommend approval of the Texas X Action
Association of School Board (TASB) Information
Pay System Maintenance of Discussion
Brownsville I.S.D.

BACKGROUND:

TASB provides pay system maintenance service to districts for whom they have developed a pay plan or who have used the service in the past. (Please see attachment for more details.)

RECOMMENDATION:

Recommend approval of the Texas Association of School Boards (TASB) pay system maintenance of Brownsville I.S.D. (Cost to the District \$14,000.00)

Maricela Franco

Submitted by: Principal/Program Director

Approved for Submission to Board of Education:

Recommended by: Asst. Supt./Exec. Dir.

Miguel Salinas

Reviewed by: Staff Attorney

Dr. Linda Gallegos

Approved by: Chief Officer

Dr. Jesus H. Chavez, Superintendent

When Necessary, Additional Background May Follow This.

TEXAS ASSOCIATION OF SCHOOL BOARDS, INC.

HR Services • Service Agreement for Pay Systems Maintenance

Brownsville ISD (“Client”)

Proposal: August 22, 2025 • Expiration: October 10, 2025

1. Scope of Work

TASB provides pay system maintenance service to Clients for whom we have provided pay systems services within the past year. Pay systems maintenance projects are more limited than a pay systems review and are focused on maintaining the system previously designed by TASB and adopted by the board of trustees. The project includes the support of a compensation consultant and data analyst.

TASB services/deliverables will include:

1. Set up pay file modeling templates using a snapshot of current employee data;
2. Analyze competitive pay position of benchmark jobs in the local job market;
3. Adjust pay structures to maintain competitive position;
4. Develop implementation models with cost estimates for pay increases and limited adjustments;
5. Review a preliminary draft of findings and recommendations with Client leaders;
6. Document and present a final report of findings and recommendations; and
7. Provide final employee data file with board-adopted general pay increase.

2. Cost

\$14,000 consulting fee plus reimbursement of travel expenses. TASB will invoice the Client upon completion of services.

3. Schedule

The end of **March 2026** will be targeted for delivery of a draft report, after beginning in January 2026. To meet this delivery schedule, TASB must receive approval of this agreement before the expiration date and must receive the electronic pay data requested from the Client within the timeframe specified in the data request.



4. Cancellation of Agreement

In the event either party terminates this Agreement before the completion of services, the Client will reimburse TASB for all costs incurred up to the date of cancellation and will pay TASB's fee for consulting hours actually rendered at TASB's then current hourly rate.

5. Term of Agreement

This Agreement is effective upon the delivery (by mail or facsimile) of an executed counterpart of this Agreement to TASB, and either party may rely upon a facsimile or photocopy of the Agreement for all purposes.

6. Limitation of Liability

TASB's liability under this Agreement is limited to the fees paid by the Client to TASB under this Agreement. The parties agree that, in the event of a lawsuit between the parties relating to this Agreement, the prevailing party is entitled to recover reasonable and necessary attorney's fees.

7. TASB and TASB HR Services Membership

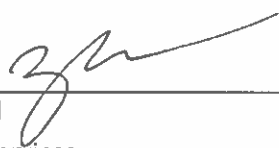
As a prerequisite for entering into this Agreement, Client must be a member of TASB and TASB HR Services. If Client ceases to be a member of TASB or TASB HR Services, TASB may suspend or terminate this Agreement. In the event of suspension or termination, TASB may retain any fees received from Client for work performed as of the date of suspension or termination. TASB may not incur additional costs, fees, or expenses after notification of suspension or termination without Client's written approval.

This Agreement is subject to the terms and conditions of Client's TASB HR Services™ Membership Agreement, which are incorporated into this Agreement. If there is a conflict between this Agreement and the Membership Agreement, the Membership Agreement will control except as specifically provided in this Agreement and then only to the extent necessary to reconcile the conflict.

The individual signing below has the authority to bind Client to this Agreement as presented. Any interlineations or modifications to this Agreement will not be valid or enforceable unless TASB consents to the change in writing.

Texas Association of School Boards, Inc.

Client



Amy Campbell
Director, HR Services

Signature of Authorized Official

Date Approved

Purchase Order Number

