



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 Athletic Stipend Information
Date: February 11, 2026

HISTORY: Compensation plans are reviewed yearly to support fair compensation for the SEISD employees. The compensation plan includes employee pay and stipends. The board of trustees provides guidance on revisions to the compensation plan and ultimately approves the final compensation plan each year.

RATIONALE: A review of SEISD athletic stipends enables the SEISD board of trustees to assess the financial impact of each athletic program on stipends for coaching positions.

Region 19 districts were used to identify the district with student enrollment closest to SEISD's. SEISD is uniquely distinct from the larger and smaller Region 19 district groups. For purposes of the athletic stipend data, the district with the closest student enrollment and campus numbers, Canutillo ISD, was selected.

The total district athletic stipend was calculated for both the middle and high schools. Additionally, a one-to-one comparison of each position and its related stipend was conducted to provide information on stipend levels between SEISD and Canutillo ISD.

The review found that, on a one-to-one basis, SEISD athletic stipends total \$120,975.00 more than those of Canutillo ISD.

Sports that showed at least \$1,000 more than the CISD stipends in SEISD were: Middle School (MS) Volleyball, MS Golf, MS Wrestling, MS Baseball, MS Softball, and High School (HS) Football, Cross Country, Soccer, Track, Tennis, Wrestling, and Golf.

BUDGET IMPACT: None.

ADMINISTRATIVE RECOMMENDATION: The presentation is for informational purposes only.

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.