

Manor Independent School District
Board of Trustee Meeting Agenda Item
November 13, 2023

ACTION ITEM SHEET

RE: Consideration and possible action on 2023-2024 raises for salaried, non-teaching staff

Supporting Documents:

None.

This item relates to Policy/Code: Texas Attorney General Opinion Number JC-0376 (2001)

District Goals:

- Goal 2: COMMUNICATION- By 2026, 100% of Manor ISD communication to all scholars, family, staff, & community members will be interactive, accurate, timely, & accessible to ensure the Manor ISD community is routinely informed.
- Goal 4: EQUITY & INNOVATION- By 2026, 100% of Manor ISD scholars, staff, campuses, and school communities will have equitable access to innovative academic, human, financial, capital, technological, and all other necessary resources and supports.
- Goal 6: STAFF DEVELOPMENT- By 2026, Manor ISD will attract, develop, and retain highly-effective staff through an environment of equitable opportunity, growth, & innovation.

Bottom of Form

Background Information:

On June 20th, 2023, the Board of Trustees approved raises for all employees except administrators. Due to increased student enrollment as a result of employee performance with marketing and recruitment, MISD is projected to receive additional funding for the 2023-2024 school year.

Fiscal Implications:

The fiscal implication will be the expenditure of a maximum of \$250,000 of additional funds. The intention is that a portion of the revenue associated with the student growth that we have experienced will be used to compensate administrators who did not receive a raise on July 1, 2023.

Administrative Recommendation:

Approve the one-time permanent bonus compensation recommendation for administrators at 2% of the midpoint at the corresponding pay grade and allow the Superintendent and/or designee to make updates to the compensation plan for Board-approved items.

Motion Language:

I move that the Board of Trustees approve the one-time permanent bonus for administrators for the 2023-2024 school year and give the Superintendent and/or designee the authority to update the compensation manual as needed to reflect the compensation plan.

The bonus for administrators reflects the Board's desire to show appreciation of our current staff who are committed to our scholars and to attract high quality employees to serve our scholars.

Dr. Tamey Williams-Hill/Jeffrey Solomon
Contact Person

Dr. Robert Sormani
Approved by Superintendent