



CALALLEN INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES AGENDA ITEM

MEETING DATE: August 25, 2025

AGENDA ITEM TITLE: Consider approval of the 2025-2026 Compensation Plan

PRESENTER: Kelsey Ramos, Assistant Superintendent of Finance & Operations

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|--|---------------------------------------|--|
| <input type="checkbox"/> Presentation/Communications | <input type="checkbox"/> Consent | <input checked="" type="checkbox"/> Action |
| <input type="checkbox"/> Informational Report | <input type="checkbox"/> Old Business | <input type="checkbox"/> Discussion Only |

SUMMARY: The Board adopted the 2025-2026 Raises and Pay Plans on July 23, 2025. The Board is asked to review and consider approval of the 2025-2026 Compensation Plan which incorporates the previously adopted documentation.

DISTRICT PRIORITIES:

PRIORITY 1: Building and Sustaining a Culture of Performance and Preparedness for Life Beyond High School	N/A
PRIORITY 2: Building and Sustaining a Culture of Faculty and Staff Commitment	2.3 Competitive Compensation for Faculty and Staff
PRIORITY 3: Increasing Community Engagement and Commitment	N/A
PRIORITY 4: Ensuring Effective and Efficient Operations	4.1 Strong Financial Stewardship

RECOMMENDATION: Administration recommends the Board approve the 2025-2026 Calallen ISD Compensation Plan as presented.

MOTION LANGUAGE: ☒ No specific language required.

FUNDING SOURCE AND FINANCIAL IMPACT: ☒ Not Applicable