

Terrell Independent School District

Executive Summary Report

Date	District Guiding Pillar	
August 18, 2025	Develop a resource allocation plan and long-term facilities plan that supports and maintains the financial stability of the district, is aligned with identified priorities, addresses future growth and facility improvement needs, and represents being good stewards of taxpayer funds.	
Agenda Item: Consider Approval of the Proposed Amended 2025-2026 Compensation Plan, Including Proposed Compensation Adjustments		
<p>Summary:</p> <p>A competitive compensation plan has been identified as a District top priority to support recruitment and retention of excellent staff.</p> <p>On July 7, 2025 the Board of Trustees adopted the 2025-2026 Compensation Plan.</p> <p>Since the adoption of the plan, various revisions have been identified to address critical needs and to be able to attract quality staff to fulfill various supplemental duties. The proposed adjustments also include adding clarifying language and correcting titles, removing positions that have been eliminated and adjusting paygrade placement.</p>		
Attachments:		
2025-2026 Amended Compensation Plan		
Administrative Recommendation:		
It is the recommendation of the Superintendent that the Board of Trustees consider authorizing and approving the amended compensation plan as presented.		
Budget/Funding		
Board approved and appropriated budgeted funds, general operating budget, grant and title funds		