



Devine Independent School District Board of Trustees Agenda Document

Meeting Date: June 16, 2025

Agenda Item: Devine ISD District Employee Compensation Plan for the 2025-2026 School Year.

Background Information:

DEA (Local) states *"The Superintendent shall recommend an annual compensation plan for all District employees. The compensation plan may include wage and salary structures, stipends, benefits, and incentives. The recommended plan shall support District goals for hiring and retaining highly qualified employees. The Board shall review and approve the compensation plan to be used by the District."*

Administrative Consideration:

Devine ISD is proposing the following pay increases:

Teacher table: HB2, TASB recommendations, Hybrid calendar stipends for days adjusted

Administrative Professional Table: Match HB2, TASB recommendations, Hybrid calendar stipends for days adjusted

Clerical Paraprofessional Table: TASB recommendations

Auxiliary Table: TASB recommendations

Budgetary Consideration:

Estimated total increase is over \$2,000,000 in 2025-2026 budgeted salaries.

Supporting Documents:

Employee Compensation Plan

Recommendation:

Approve Employee Compensation Plan for 2025-2026

Respectfully Submitted by:

Shannon Ramirez
Director of Finance

Approved by:

Todd Grandjean
Superintendent of Schools