



San Elizario ISD  
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## MEMORANDUM

**To:** Members of the Board of Trustees  
**From:** Ms. Elizabeth Perez, Chief Financial Officer, and Ms. Gina Ramirez, Executive Director of Human Resources  
**Subject:** 2025-2026 Compensation Plan Post Legislation (HB2)  
**Date:** August 13, 2025

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**HISTORY:** The district's Compensation Plan is reviewed and updated annually to remain competitive, equitable, and compliant with state mandates. House Bill 2 (HB2), passed during the 89th Legislative Session, introduced new requirements impacting educator compensation, including adjustments to the previously approved salary schedules with allowable incentive structures. The human resources and finance office revised the SEISD 2025–2026 Compensation Plan to align with HB2 provisions, address recruitment and retention needs, and maintain fiscal responsibility.

**RATIONALE:** Updating the compensation plan ensures compliance with HB2 and positions San Elizario ISD to attract and retain high-quality staff in a competitive market. The revised plan includes adjustments to the teacher pay scale, stipend structures, and auxiliary pay schedules, as well as updates to language addressing new statutory requirements. Approval of the plan affirms the district's commitment to fair and legally compliant compensation practices.

**BUDGET IMPACT:** The proposed compensation adjustments have been incorporated into the 2025–2026 budget projections. Any increases resulting from HB2 compliance have been evaluated for sustainability.

**ADMINISTRATIVE RECOMMENDATION:** The administration recommends that the Board of Trustees approve the 2025–2026 San Elizario ISD Compensation Plan, as revised to meet the requirements of HB2.

**For Approval?** ☒ Yes ☐ No

**If no, please check one:** ☐ Presentation ☐ Report ☐ Information

**Please check if applicable:** ☒ Attachment Included

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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.