

**Discuss and consider approval of an amendment to the 2025-2026 approved stipends and pay rates
February 23, 2026**

1. Board Goals:

DOMAIN 2: Effective, well supported staff

DOMAIN 4: Alignment of financial well being with student achievement

2. Background:

This amendment incorporates two stipends that were inadvertently omitted from the 2025-2026 Stipends and Pay Rates Schedule, which received approval on July 31, 2025. Additionally, it introduces unanticipated stipends to support the Interim Chief Financial Officer position.

3. Process:

The following additions to the 2025-2026 approved Stipends and Pay Rates Schedule are proposed to incorporate existing stipends and address the stated needs:

1. **Academic Tutor for Private Nonprofit (PNP) Schools:** Texas public school districts (LEAs) are required by the federal Every Student Succeeds Act (ESSA) to provide equitable services, which can include tutoring, to eligible students in participating Private Nonprofit (PNP) schools using Title I, Part A funds.
2. **Workers' Compensation Solutions Employee Wellness Stipend Benefit:** Workers' Compensation Solutions fully funds this stipend, which has been used for many years to support the Employee Wellness Program. These funds are a classic flow-through.
3. **Interim Chief Financial Officer:** The stipend for the Interim Chief Financial Officer is an unanticipated expense resulting from the resignation of the CFO.
4. **Purchasing Manager Extra Duties:** The stipend for the Purchasing Manager's extra duties is an unexpected expense resulting from the CFO's resignation.

4. Fiscal Impact:

Funding for the additional stipends will come from different sources:

- **Academic Tutor's hourly wage:** Funded by Title I funds.
- **Employee Wellness Program stipend:** Fully funded by Workers' Compensation Solutions.
- **Interim Chief Financial Officer & Purchasing Manager Extra Duties Stipend:** Funded with local funds.

5. Recommendation:

The administration recommends formal approval to incorporate two existing stipends and the two stipends to support the CFO resignation into the 2025-2026 Stipends and Pay Rates schedule. This action is intended to ensure accurate documentation.

6. Required:

Board Action is required.

7. Contact:

Anne Marie Espinoza, Chief of Communications and Human Capital Officer