



Splendoria ISD Board of Trustees Agenda Item Information Form

BOARD MEETING DATE: 9.15.25

AGENDA ITEM NAME: Approve Amended Compensation Plan.

THIS ITEM RELATES TO STRATEGIC PLAN PILLAR(S): Quality Staff

BACKGROUND INFORMATION:

Splendoria ISD is committed to recruiting and retaining high-quality employees. To remain competitive with surrounding districts and ensure our staff are compensated fairly, the district continually reviews its compensation plan. This process includes analyzing market data, evaluating internal equity, and making adjustments as needed to attract and retain talented educators and staff.

ADMINISTRATIVE RECOMMENDATION:

Administration recommends approval of adjustments to the Splendoria ISD compensation plan to increase police officer salaries and related stipends. These adjustments are designed to ensure the district remains competitive in recruiting and retaining qualified officers while recognizing the critical role our police department plays in maintaining a safe and secure learning environment.

ATTACHMENTS:

[Updated Compensation Plan](#)

[Police Stipend Changes](#)

BUDGET INFORMATION: No additional cost to the budget as we are not replacing one of the vacant Police FTEs.

RESOURCE PERSONNEL: NA

RECOMMENDED MOTION:

I move that the Board of Trustees approve the recommended adjustments to the Splendora ISD compensation plan regarding police officer salaries and stipends as presented.