



## Lamar CISD

**Meeting Date:** May 16, 2023

**Meeting Type:** Regular

**Item Category:** Action Item

**Primary Contact:** Dr. Roosevelt Nivens

**Presenter(s)/Add'l Contact(s):** Jill Ludwig, CPA, RTSBA

**Item Name: CONSIDER APPROVAL OF SELECTED 2023-24 LAMAR CISD COMPENSATION PLAN ITEMS**

**Item Summary:** The Texas Education Code requires school districts to prepare a budget by August 20 each year. The Texas Education Agency further requires that the budget be adopted by the Board of Trustees by August 31 of each year.

Included in the 2023-2024 budget is a plan for compensating all employees providing services to the students and community of Lamar CISD. Components of the 2023-2024 Lamar CISD Compensation Plan include such items as a teacher hiring schedule, paygrade tables for staff not paid according to the teacher hiring schedule, stipends, and supplemental pay categories. As part of the budgeting process, allowances have been made for employees' compensation increases, additional positions where needed, specialized increases for certain pay categories, and adjustments to stipends and pay for employees in the area of Special Education. These allowances will be detailed in a separate presentation.

**Recommendation:** Administration recommends that the Board of Trustees consider the hiring of additional police officers and the adoption of compensation increases and adjustments as presented.

**Policy Reference:** DEA (Legal and Local), DEAB (Legal and Local), CE (Legal and Local), CCG (Legal)

**Leadership Definition Alignment:** Plan for Success

**Strategic Plan Alignment:** N/A

**Currently Budgeted?**  Yes  No  No Budgetary Impact

**Completion or Implementation Timeline:** 2023-2024 Fiscal Year