



## Gregory-Portland Independent School District

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### BOARD MEMORANDUM

TO: DR. MICHELLE CAVAZOS

FROM: DEBORAH GARZA

CC: BOARD OF TRUSTEES  
DR. ISMAEL GONZALEZ III  
MICHAEL THIEME  
DR. MICHAEL NORRIS  
PENNY ARMSTRONG  
BRITTANY SANDOVAL

DATE: Monday, June 16, 2025

SUBJECT: Discuss and Take Possible Action on the 2025-2026 Compensation Handbook

#### PRIORITIES

##### PRIORITY 1: EXCEPTIONAL STUDENT PERFORMANCE

- 1.1 Annually increase performance in reading for all students and all student groups
- 1.2 Annually increase performance in math for all students and all student groups
- 1.3 Annually increase performance in College; Career; and Military Readiness for all students and all student groups
- 1.4 Annually increase student engagement for all students and all student groups
- 1.5 Annually increase the percentage of students who feel safe at school

##### PRIORITY 2: HIGH PERFORMING AND ENGAGED WORKFORCE

- 2.1 Annually increase the percentage of staff satisfaction
- 2.2 Annually increase the retention rate of highly effective faculty and staff

##### PRIORITY 3: QUALITY SERVICE AND IMPACTFUL COMMUNITY ENGAGEMENT

- 3.1 Annually increase the percentage of student satisfaction
- 3.2 Annually increase the percentage of parent/family satisfaction and engagement
- 3.3 Annually increase the percentage of community satisfaction and engagement

##### PRIORITY 4: EFFICIENT AND EFFECTIVE DISTRICT AND CAMPUS OPERATIONS

- 4.1 Annually improve operational processes
- 4.2 Maintain fiscal viability; stewardship; and improve staff knowledge of sustainable budgeting processes
- 4.3 Ensure strategic alignment of resources
- 4.4 Annually improve safety and security

#### **BACKGROUND INFORMATION:**

Type: Action

A compensation handbook for school districts in Texas is a comprehensive document that outlines the district's policies, procedures, and practices related to employee compensation. It provides transparency, consistency, and compliance with state and federal laws. The handbook serves as a communication tool, guiding administrators and employees on matters such as salary structures, benefits, recruitment, retention, and decision-making processes concerning compensation.

The compensation handbook has been updated to include SB 2 Teacher Retention Allotment as well as equity adjustments as recommended by the TASB Pay System Review Study. Changes to the Compensation Handbook have been summarized and changes have been highlighted.

\*Compensation Handbook attached below

#### **RECOMMENDATION:**

Administration recommends to approve the compensation handbook for 2025-2026 school year.

#### **FINANCIAL IMPACT AMOUNT AND FUNDING SOURCE (IF APPLICABLE):**

N/A

#### **BOARD RELATED POLICY:**

DEA (LEGAL)

DEA (LOCAL)

#### **ACTION ITEM SUGGESTED MOTION (if applicable):**

That the board approves the recommendation by the administration regarding the 2025-2026 compensation handbook and allows and authorizes the superintendent or superintendent's designee to make any necessary adjustments/edits before the adoption of the 2025-2026 fiscal year budget