

Manor Independent School District
Board of Trustees Meeting Agenda Item
February 16, 2026

CONSENT ITEM SHEET

RE: Consideration and Acceptance of the Supplemental Pay Structure Schedule for the FY2025-26 Compensation Plan

Supporting Documents:

1. Manor ISD Supplemental Pay Structure Schedule FY2025-26

District Goals*:

Goal 2: COMMUNICATION- By 2026, 100% of Manor ISD communication to all scholars, family, staff, & community members will be interactive, accurate, timely, & accessible to ensure the Manor ISD community is routinely informed.

Goal 4: EQUITY & INNOVATION- By 2026, 100% of Manor ISD scholars, staff, campuses, and school communities will have equitable access to innovative academic, human, financial, capital, technological, and all other necessary resources and supports.

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Background Information:

The district does not currently have on its adopted compensation plan a supplemental schedule that lists all other hourly rates that the district currently pays for extra duty, summer school, athletic event ticket takers or gate coordinators, etc.

Adopting a Supplemental Pay Structure Schedule will facilitate the processing of extra duty pay, improve consistency, and control the amount currently being spent on extra duty annually. The district spent about \$900k on extra duty pay during 2024-25.

Fiscal Implications:

Possible savings.

Administrative Recommendation:

To approve the Supplemental Pay Structure Schedule FY2025-26 as recommended by the Administration.

Motion Language:

Consideration and approval of the Manor ISD Supplemental Pay Structure Schedule FY2025-26, as submitted by Administration.

Moises Santiago, CFO

Contact Person

Dr. Robert Sormani

Approved by Superintendent