



JUDSON INDEPENDENT SCHOOL DISTRICT

Meeting Date: October 16, 2025

Submitted By: Monica Ryan
Title: Board President

Agenda Item: Discussion and possible action to amend the 25-26 stipend schedule and make a finding that the public purpose of the retention of highly qualified staff is served by approving this amended stipend schedule for dyslexia teachers, unified sports coaches, and high school head tennis coaches

DISCUSSION/ACTION ITEM

RECOMMENDATION:

The Board approve to amend the 25-26 stipend schedule.

IMPACT/RATIONALE:

The Board approved adjustment to 25-26 stipends based on TASB recommendations. Some stipends were missing or had incorrect recommendations. Amendment would correct those errors.

BOARD ACTION REQUESTED: Approval/Disapproval

Board Agenda Item Form

All Judson ISD students will receive a quality education enabling them to be successful in a global society.

Board Meeting Date: 10/16/2025

Office	Agenda Location/Type
<input type="checkbox"/> Administrative Services	<input type="checkbox"/> Recognitions
<input checked="" type="checkbox"/> Business and Operations	<input type="checkbox"/> Consent Items
<input type="checkbox"/> Curriculum and Instruction	<input checked="" type="checkbox"/> Action Items
<input type="checkbox"/> Communication	<input type="checkbox"/> Discussions
<input checked="" type="checkbox"/> Human Resources	<input type="checkbox"/> Superintendent's Report
<input type="checkbox"/> Student Services	<input type="checkbox"/> Board Activities
<input type="checkbox"/> Superintendent	<input checked="" type="checkbox"/> Unfinished Business
<input type="checkbox"/> Other:	<input type="checkbox"/> New Business

Strategic Priorities: Check the strategic priority your agenda item applies to.

<div><input type="checkbox"/></div> <div>Priority 1: Student Academic Achievement and Success 1.1 Growth and Student Achievement 1.2 Student Experience and Well-Being 1.3 CCMR</div>	<div><input type="checkbox"/></div> <div>Priority 2: Faculty and Staff 2.1 Faculty and Staff Recruiting and Retention 2.2 Faculty and Staff Engagement and Satisfaction 2.3 Faculty and Staff Capacity Building</div>	<div><input type="checkbox"/></div> <div>Priority 3: Stakeholder Engagement 3.1 Parent and Family Satisfaction and Engagement 3.2 Connections with Governmental Institutions 3.3 Business and Community Partnerships</div>
<div><input type="checkbox"/></div> <div>Priority 4: Finance and Operations 4.1 Long-Range Facility Planning 4.2 Equity of Funds 4.3 Systematic Long-Range Financial Planning</div>		

Specific Items on Agenda: Discussion and possible action to amend the 25-26 stipend schedule and make a finding that the public purpose of the retention of highly qualified staff is served by approving this amended stipend schedule for dyslexia teachers, unified sports coaches, and high school head tennis coaches.

Discussion: The Board approved adjustment to 25-26 stipends based on TASB recommendations. Some stipends were missing or had incorrect recommendations. Amendment would correct those errors.

Requested by Board Member

Monica Ryan

Dyslexia Stipend:

- Missing from TASB stipend study report (not reported in TASB database)
- Market Value Stipend:
 - San Antonio ISD: \$4,000
 - Northside ISD: \$1,100
 - Southwest ISD: \$2,000
 - Fort Sam ISD: \$1,200
 - Medina Valley: \$1,500
- Judson ISD Special Education Stipends

Special Education			
Position	Stipend	Position	Stipend
Adaptive Physical Education	\$3,000	Special Olympics - Assistant	\$800
Life Skills, ECSE, APPLE, BAC, Resource	\$2,300	Special Olympics - Lead	\$1,000
Inclusion or Co-teach (employed before 7/2019)	\$2,000	SLP Assistant Supervision	\$2,000
Inclusion or Co-teach (began employment after 7/2019)	\$1,500	SLP	\$2,000
Licensed Specialist School Psychology	\$2,000	SLP Lead	\$2,500
Diagnostician	\$2,000		

Unified Sports Stipend:

- Missing from TASB stipend study report (not reported in TASB database)

Position	Alice ISD Stipend	Brownsville ISD Stipend	Southwest ISD
UIL Unified Coordinator	\$4,000	Pending	\$3,500
Basketball Head Coach	\$3,500	\$5,000	\$3,000
Basketball Assistant Coach	\$1,500	\$4,000	\$2,000
Track & Field Head Coach	\$3,500	\$5,000	\$3,000
Track & Field Assistant Coach	\$1,500	\$4,000	\$2,000

HS Head Tennis Coach Stipend:

- Marked for a decrease even though the TASB report indicated it was already well below market value

2025-2026 Proposed Extra Duty Stipends

Judson ISD

Category	Sub-Category	Assignment	Count of Stipends	Average Total Value	Market Value	Proposed Stipend	+/-
Individual Sport							
	Head Coach	Cross Country Head - HS	6	4,400	6,000	6,000	1,600
	Head Coach	Golf Head - HS	3	4,800	6,500	6,000	1,200
	Head Coach	Powerlifting Head - HS	3	4,400	6,000	6,000	1,600
	Head Coach	Swimming/Diving Head - HS	3	5,820	6,500	6,000	180
	Head Coach	Tennis Head - HS	3	6,100	8,200	6,000	-100
	Head Coach	Track Head - HS	6	5,300	6,500	6,000	700
	Head Coach	Wrestling Head - HS	3	5,300	6,500	6,000	700
	Asst Coach	Tennis Asst - HS	4	2,500	5,000	4,000	1,500
	Asst Coach	Track Asst - HS	18	4,000	4,000	4,000	--
	Asst Coach	Wrestling Asst - HS	3	4,000	4,000	4,000	--