

Notice of Special Meeting

The Board of Trustees Devine ISD

A Special Meeting of the Board of Trustees of Devine ISD will be held October 6, 2026, beginning at 6:00 PM in the Administration Building, 605 W Hondo Ave., Devine, TX 78016.

The subjects to be discussed or considered or upon which any formal action may be taken are as listed below. Items do not have to be taken in the order shown on this meeting notice.

Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

- | | |
|---|----------|
| 1. Call to Order, Roll Call and Declaration of Quorum | |
| 2. Citizen Communication | |
| A. Public Address for Items on the Agenda | |
| 3. Consider and Take Possible Action to Approve Additional Cost and Final Expenditure for Water Well Project | 2 |
| 4. Consider and Take Possible Action to Approve the Revised 2026-27 Teacher Hiring Schedule | 5 |
| 5. Adjournment | |

If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the Board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E. Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting.

The notice for this meeting was posted in compliance with the Texas Open Meeting Act on _____, at _____.

For the Board of Trustees



Devine Independent School District Board of Trustees Agenda Document

Meeting Date: October 6, 2026

Agenda Item: Approve the Final Cost of Water Well Project

Background Information:

CH Local: Purchasing Authority

The Board delegates to the Superintendent the authority to make budgeted purchases for goods or services. However, any single, budgeted purchase of goods or services that costs \$50,000 or more, regardless of whether the goods or services are competitively purchased, shall require Board approval before a transaction may take place.

Texas Education Code §44.0411 expressly says that when, after a contract has begun, it becomes necessary to increase the quantity of work, the district may approve a change order. It also says the district can grant an administrative official general authority to approve change orders.

Administrative Consideration:

The Superintendent originally authorized the water well project based on an estimated cost of approximately \$39,200 which is within his delegated authority. During the drilling process, the contractor determined that additional drilling was necessary because the anticipated water depth had not been reached. The additional work resulted in a final project cost of \$56,840.

Board approval is requested for the additional cost and final expenditure of \$56,840 for the completed water well project.

Budgetary Consideration:

Supporting Documents:

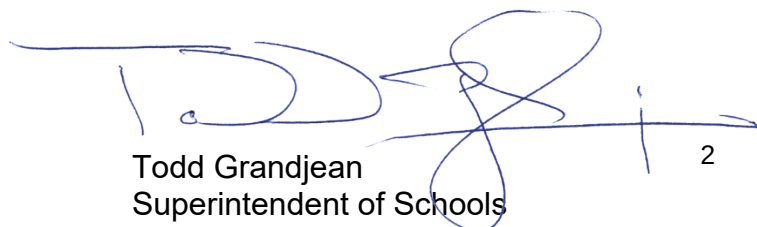
Invoice

Original Estimate

Recommendation:

Approve the final expenditure of \$56,840 for the water well project

Respectfully Submitted by:



Todd Grandjean
Superintendent of Schools

INVOICE

Shepherd Water Well Services
INC
155 Shoalwater WY
Rockport, TX 78382

wedigtexas@gmail.com
+1 (830) 279-3318

Bill to
Devine Independent School District
Attn: Accounts Payable Dept.
605 W Hondo Ave
Devine, TX 78016 USA

Invoice details
Invoice no.: 1023
Terms: Due on receipt
Invoice date: 09/25/2026
Due date: 09/25/2026

P.O. #: 270892

Date	Product or service	Description	Qty	Rate	Amount
09/25/2026	Drilling Service	Drilled 14 3/4" borehole to 580', Installed new 8" SDR 17 PVC well casing w/100' of perforations, gravel packed, cemented, and air jetted for development.	580	\$98.00	\$56,840.00

Total \$56,840.00

Wire info:
Charter Bank
711 Bus. Hwy. 35 N, Rockport, Tx 78382
Routing ABA #: 114923976
Acct #: 857045
Name on Acct: Shepherd Water Well Services Inc.

Note to customer
Shepherd!Water Well Services Inc. does not guarantee the quality,
quantity, or temperature of the water.
Thank you for the business!!

Premium Water Well <premiumwaterwell@gmail.com>

Thu, Aug
27,
8:43 PM

to me

Kandy,

Below is an estimate to drill a new water well for the football field irrigation. I changed the casing size to 8", which is what the current well is, because the 6.9" casing makes it very tight to get a 6" pump in. A tight fit can cause some serious issues down the road. For an 8" pvc cased well, you are looking at \$98/ft. I'm estimating that the new depth will be between 340-400ft, depending on where we find the best water. So for 340ft you'll be looking at \$33,320 or up to \$39,200 if we need to go 400ft.

Let me know if you have any questions or concerns.
Thank you.

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Thomas Hinnant
Premium Water Well Service, LLC
[\(830\) 334-7488](tel:8303347488)



Devine Independent School District Board of Trustees Agenda Document

Meeting Date: October 6, 2026

Agenda Item: Approve Revised Teacher Hiring Schedule

Background Information:

The District currently utilizes a teacher hiring table to establish the initial salary placement of newly hired teachers based on years of experience. The hiring table is intended to provide a consistent and equitable framework for determining starting salaries while allowing the District to remain competitive in recruiting qualified teachers.

For the 2026–2027 school year, the Board approved a budget that does not provide a pay increase or step increase for current employees. Employees did, however, receive credit for an additional year of experience, resulting in an alignment issue between years of service and compensation on the hiring table.

Administrative Consideration:

Administration recommends that the Board of Trustees consider and approve the revised Teacher Hiring Table for the 2026–2027 school year. The only change made is an adjustment to the years-of-service ranges to align new-hire salaries with the compensation of current teachers

The proposed revision is necessary to maintain equitable salary alignment. Without an adjustment to the hiring table, the District could hire a teacher whose salary placement exceeds that of an existing teacher with the same years of experience.

The revised table is intended to provide a consistent and equitable starting-salary structure for newly hired teachers while maintaining appropriate alignment with the compensation of current District teachers.

Budgetary Consideration:

Supporting Documents:

Proposed Teacher Hiring Table for 2026-2027

Recommendation:

Administration recommends approval of the revised Teacher Hiring Table

Respectfully Submitted by:

Todd Grandjean
Superintendent of Schools

Devine ISD
PROPOSED
2026-2027 New Hire Guide for
Teachers

Years of Experience	New Hire Salary
0-1	\$54,450
2	\$60,200
3	\$60,500
4	\$60,800
5	\$61,100
6	\$65,400
7	\$65,700
8	\$66,000
9	\$66,300
10	\$66,600
11	\$66,900
12	\$67,300
13	\$67,700
14	\$68,200
15	\$68,700
16	\$69,300
17	\$69,900
18	\$70,500
19	\$71,100
20	\$71,700
21	\$72,300
22	\$72,800
23	\$73,200
24	\$73,500
25	\$73,800
26	\$74,100
27	\$74,400
28	\$74,700
29	\$75,000
30+	\$75,400

\$1,000 Master's Degree - General Stipend

The salaries listed above are based on 10-month employment for the 2025-2026 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees. Salaries are determined individually with consideration for job-related experience and credentials.