Agenda of Special Board Meeting

The Board of Trustees
Del Valle Independent School District

A Special Board Meeting of the Board of Trustees of Del Valle Independent School District will be held Monday, May 20, 2024, beginning at 6:30 PM in the Edward A. Neal Administration Center, 5301 Ross Road, Del Valle, Texas 78617.

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.

I. **Call to Order**

II. **Pledge of Allegiance**

III. **Public Comment**

Public Comment shall be limited to items on the agenda posted with notice of the meeting. Individuals who wish to participate during the public comment shall sign up before the meeting begins as specified in the Board's procedures on public comment and shall indicate the agenda item or topic on which they wish to address the Board. Except as permitted by Board Policy and the Board's procedures on public comment, an individual's comments to the Board shall not exceed three minutes per meeting.

IV. **Discussion**

A. Employee Pay for the 2024-2025 School Year

V. **Action Item:**

A. Consider and Act on Employee Pay for the 2024-2025 School Year

VI. **Adjourn**

Del Valle Independent School District
Board of Trustee Meeting

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Agenda Item: Employee Pay for the 2024-2025 School Year	
Date:	**May 20, 2024**
Category:	**Discussion**

Background Information:
Administration engaged TASB Compensation Services to design a market-based compensation plan. TASB is the leading provider of compensation services to Texas public school districts. The pay study compared the district's pay structure against selected districts and multiple third-party sources from the Austin metro area. The market districts include 15 districts in central Texas including Austin ISD, Pflugerville ISD, Manor ISD, Round Rock ISD, and Hays CISD.

During the May 11th budget workshop, administration presented the cost proposal for two pay increases.
The 2% general pay increase has a cost of $2,291,683 and a 3% general pay increase has a cost of $3,200,850. Both plans result in the district not having to go into fund balance.

Also, during the budget workshop, the Board of Trustees requested a cost model. Administration also requested an additional model adding $600 to teachers with 10-20 years of experience, and moving staff on the Clerical/Paraprofessional Plan from pay grade 1 to pay grade 2.

The additional cost models will be presented during the meeting.

Fiscal Implications:	**Is there a cost?** ☒Yes ❑No **Amount:** TBD **Funding Source:** Various
Submitted by:	Ludivina Cansino, Chief Financial and Operations Officer
Approved by:	Jonathan Harris, Acting Superintendent

Administration Recommendation:
Discussion only.

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Agenda Item: Consider and Act on the 2024-2025 Employee Compensation Plan	
Date:	**May 20, 2024**
Category:	**Action**
Background Information: After reviewing all revenue and expenditures related to the district budget, the Superintendent along with input from administration will bring forward a proposal to the Board of Trustees on the Employee Compensation plan for the 2024-2025 school year.	
Fiscal Implications:	**Is there a cost?** ☒Yes ☐ No **Amount:** TBD **Funding Source:** TBD
Submitted by:	Ludivina Cansino, Chief Financial & Operations Officer
Approved by:	Jonathan Harris, Acting Superintendent
Agenda Item: Administration recommends for the Board of Trustees to approve the proposal for the 2024-2025 Employee Compensation Plan as presented.	