

Terrell Independent School District

Executive Summary Report

Date	District Objective	
July 7, 2025	Develop a resource allocation plan and long-term facilities plan that supports and maintains the financial stability of the district, is aligned with identified priorities, addresses future growth and facility improvement needs, and represents being good stewards of taxpayer funds.	

Agenda Item: Consider All Matters Related to the 2025-2026 Compensation Plan Including Proposed Compensation Adjustments

Summary:

A competitive compensation plan has been identified as a District top priority for recruitment and retention. Information will be presented related to the proposed compensation plan for 2025-2026 school/fiscal year.

The district contracted with TASB to conduct a "Pay Systems Maintenance" review and the findings from that study were received in June 2025.

The district is recommending that the Board of Trustees adopt the 2025-2026 compensation plan with the following recommendations:

- 1) Adopt New Hire Salary Schedule (see attached) for Teachers as follows:
 - a) Year 0 - \$60,400 (increase of \$2,400 over 24-25 starting pay rate)
 - b) Year 1-2 - \$2,500 increase for returning staff
 - c) Year 3-4 - \$2,500 increase for returning staff
 - d) Year 5 + - \$5,000 increase for returning staff
- 2) Adopt TASB proposed pay range plans
- 3) Adopt a general pay increase of 2.5% of midpoint for staff on the Administrative Professional pay grades
- 4) Adopt a general pay increase of 3% of midpoint based upon adjustment of pay scales, starting with \$15 minimum for pay grade 1 and adjusting remaining scales accordingly to align with new minimum for staff on the Paraprofessional/Auxiliary pay grades
- 5) Provide adjustments to address market differences and maintain equity
 - Teacher pay equity adjustments for those on teacher career pathways
 - Strategic adjustments
 - Placement scale adjustments to reduce compression from pay grade increase

The estimated total budget impact of the proposed TASB model plan is \$2,204,419. It is estimated that the new HB2 Teacher Allotment will offset the plan cost by approximately \$1,297,500, but is dependent on the number of teachers the district employs with 3+ years' experience. The net increase excluding the teacher allotment is estimated to be \$906,919.

Attachments:

2025-2026 Compensation Plan Summary
 2025-2026 New Hire Salary Schedule for Teachers / 10 Month
 2025-2026 Pay Ranges
 2025-2026 Stipend Schedule
 2025-2026 Supplemental Pay
 2025-2026 Substitute Pay
 2025-2026 TISD Pay Dates Schedule

Administrative Recommendation:

It is the recommendation of the Superintendent that the Board of Trustees consider authorizing and approving the 2025-2026 compensation plan and authorizing across the board pay increases for eligible staff as presented to align with HB2 requirements, district objectives, and as proposed by the TASB pay systems maintenance review and findings.

Budget/Funding

Board approved and appropriated budgeted funds, general operating budget, grant and title funds