

CANUTILLO A Premier District

HB2 COMPENSATION FY 2025-2026

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HB2 OVERVIEW

- Governor Abbott signed HB2 into law, taking effect in July 2025.
- The bill mandates additional, ongoing funding to increase pay for teachers and instructional support personnel.
- Funding for salary increases is for permanent raises built into salary schedules. CISD has revised the teacher payscale to include classroom teachers only. All other positions that are considered non-classroom teachers have been moved from the Teacher payscale to the Administrative Professional payscale.
- Districts must update payroll systems and reporting procedures to comply.
- All raises under HB2 must be added to base salaries and sustained year after year.
- Districts are not permitted to offer these raises as stipends or temporary bonuses.
- Important: HB2 funding does **not** cover additional fringe benefit costs—districts must absorb those expenses locally.

DEFINITIONS:

- Teacher Retention Allotment (**TRA**)
- Support Staff Retention Allotment (**SSRA**)



TEACHER RETENTION ALLOTMENT (TRA)

Eligible classroom teachers for District's with more than a 5,000 enrollment will receive:

- \$2,500 if they have 3 to 4 years of experience
- \$5,000 if they have 5 years or more

This funding is exclusive to those assigned to classrooms and are coded *PEIMS 087*

Roles such as instructional coaches, librarians, counselors, nurses, and administrators are not included.



SUPPORT STAFF RETENTION ALLOTMENT (SSRA)

Districts will receive \$45 per student (based on adjusted average daily attendance) to raise the base salaries of frontline support staff. For Canutillo ISD, administration is recommending a 1% general pay increase to certain eligible employee roles.

ELIGIBLE:

Counselors, Librarians, Nurses, Paraprofessionals, Clerical, Custodial, Auxiliary, Food service, Bus drivers. (Hourly Pay Scales: Instructional Support, Administrative Support, Auxiliary, Information Technology)

INELIGIBLE:

Superintendent, Assistant Superintendents or roles equivalent in scope, Campus Administrators and Centralized Supervisory Staff (district-level supervisors, directors)



Classroom Teachers

Salary Schedule

2025-2026

Years of Experience	Salary
0	\$60,500
1	\$61,000
2	\$61,250
3	\$62,700
4	\$62,900
5	\$65,600
6	\$65,800
7	\$66,100
8	\$66,400
9	\$66,700
10	\$67,000
11	\$67,300
12	\$67,600
13	\$67,900
14	\$68,200
15	\$68,500
16	\$68,800
17	\$69,100
18	\$69,400
19	\$69,700
20	\$70,000
21	\$70,300
22	\$70,800
23	\$71,100
24	\$71,400
25+	\$71,700

Experience ranging from 0 to 2 years is not covered under the TRA. However, adjusted compensation will be provided and funded by SSRA, with amounts set at \$500 for 0 years, \$1,000 for 1 year, and \$1,250 for 2 years of experience. The estimated total for this group is \$30,750.

Experience ranging from 3 to 4 years is covered under the TRA and includes a compensation increase of \$2,500 per individual.

Experience of 5 or more years is also covered under the TRA, with a compensation increase of \$5,000 per individual.