



Splendora ISD Board of Trustees Agenda Item Information Form

BOARD MEETING DATE: June 16, 2025

AGENDA ITEM NAME: Proposed Pay Maintenance for 2025-2026

THIS ITEM RELATES TO STRATEGIC PLAN PILLAR(S): Quality Staff

BACKGROUND INFORMATION:

As part of our ongoing efforts to ensure a competitive and equitable compensation structure, Splendora ISD partners annually with the Texas Association of School Boards (TASB) to conduct a comprehensive Pay System Maintenance Study. This study provides a data-driven analysis of our district's pay structures in comparison to other school districts within our identified market group.

The TASB Pay Maintenance Study evaluates market competitiveness for each job group, including professional, paraprofessional, and auxiliary positions. It identifies areas where salary ranges or pay practices may be misaligned with regional benchmarks and offers recommendations to maintain or improve market alignment.

The results of this annual study are used to guide compensation planning, inform budget decisions, and support the district's efforts to attract and retain high-quality employees. This proactive approach ensures that our compensation system remains fair, strategic, and responsive to labor market trends.

ADMINISTRATIVE RECOMMENDATION:

Administration recommends that the Board adopt the teacher retention plan as outlined in House Bill 2 (HB2), which provides targeted financial support to eligible classroom teachers as defined by the legislation.

Additionally, administration recommends approval of a 3% cost-of-living adjustment (COLA), based on the midpoint of each pay grade, for all full-time employees not included in the HB2 teacher retention plan. This recommendation reflects the district's continued commitment to maintaining competitive compensation and recognizing the contributions of all staff across the organization.

At this time, administration is not recommending implementation of the compensation adjustments outlined in Model 1. While Model 1 provided a broader range of increases, it is not financially feasible within the current budget constraints. The district will continue to monitor revenue projections and revisit additional compensation options as funding allows.

ATTACHMENTS:

[Compensation Plan](#)

BUDGET INFORMATION: \$2,065,765 (approximate cost)

RESOURCE PERSONNEL:

RECOMMENDED MOTION:

“I move that the Board approve the 2025–2026 compensation plan as presented, including adoption of the teacher retention plan in House Bill 2 and a 3% cost-of-living adjustment on the midpoint for all eligible employees not included in the retention plan.”

“The salary ranges in this pay schedule do not reflect any statutorily required salary allotments enacted by the Texas Legislature in the 89th Session. The district reserves the right to adjust salary amounts for the 2025-2026 school year in response to legislative changes. Impacted district employees will receive written notice of salary adjustments, if any, prior to the penalty free resignation deadline for the 2025-2026 school year.”