

Board Information Item

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06/16/2025

Subject:	Act on the 2025-2026 Compensation Plan for all District Employees
Contact Person:	Kelly Mires, Chief Human Resources Officer David Johnson, Chief Financial Officer
Policy/Code:	DEA(LOCAL)
Priority and Performance Objective:	Priority 2: Faculty and Staff Recruitment, Retention and Capacity Building Objective 2.1 Recruitment Objective 2.2 Employee Retention and Employee Satisfaction
Summary:	<p>The Superintendent shall recommend an annual compensation plan for all District employees. The compensation plan may include wage and salary structures, stipends, benefits, and incentives. The recommended plan shall support District goals for hiring and retaining highly qualified employees.</p> <p>The District recommends:</p> <ul style="list-style-type: none">• A beginning teacher salary of \$59,750.• Teachers who have completed 3 or 4 years of teaching experience will receive \$2500, and teachers who have completed 5+ teaching experience will receive \$5000 based on the Teacher Retention Allotment recently passed by the Texas legislature in HB2.• A 1.5% of midpoint increase for all other employees except for teachers who are eligible for the Teacher Retention Allotment, and the ECDC assistant, lead and senior caregiver employees.• Equity adjustments are recommended with the TASB compensation review, which includes some positions in

professional non-teaching pay grade 3 and pay grade 4. These positions are considered teacher career pathway positions.

Attachments:

The pending proposed compensation plan includes:

Teacher Hiring Pay Scale
Professional Non-Teaching Pay Structure
Technology Pay Structure
Clerical Pay Structure
Instructional Support Pay Structure
Auxiliary Pay Structure
Stipends
Substitute Pay Structure
Teacher Incentive Allotment Spending Plan
One-Time Payment Option

Recommendation:

The recommendation is for the Board of Trustees to approve the 2025-2026 compensation plan as presented.