



Devine Independent School District Board of Trustees Agenda Document

Meeting Date: October 6, 2026

Agenda Item: Approve Revised Teacher Hiring Schedule

Background Information:

The District currently utilizes a teacher hiring table to establish the initial salary placement of newly hired teachers based on years of experience. The hiring table is intended to provide a consistent and equitable framework for determining starting salaries while allowing the District to remain competitive in recruiting qualified teachers.

For the 2026–2027 school year, the Board approved a budget that does not provide a pay increase or step increase for current employees. Employees did, however, receive credit for an additional year of experience, resulting in an alignment issue between years of service and compensation on the hiring table.

Administrative Consideration:

Administration recommends that the Board of Trustees consider and approve the revised Teacher Hiring Table for the 2026–2027 school year. The only change made is an adjustment to the years-of-service ranges to align new-hire salaries with the compensation of current teachers

The proposed revision is necessary to maintain equitable salary alignment. Without an adjustment to the hiring table, the District could hire a teacher whose salary placement exceeds that of an existing teacher with the same years of experience.

The revised table is intended to provide a consistent and equitable starting-salary structure for newly hired teachers while maintaining appropriate alignment with the compensation of current District teachers.

Budgetary Consideration:

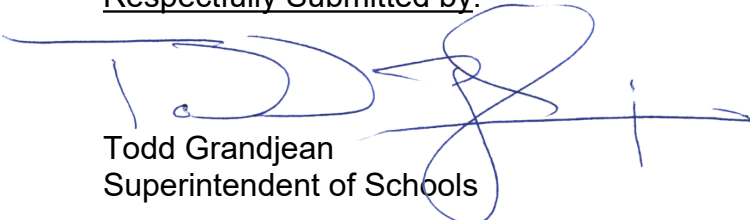
Supporting Documents:

Proposed Teacher Hiring Table for 2026-2027

Recommendation:

Administration recommends approval of the revised Teacher Hiring Table

Respectfully Submitted by:



Todd Grandjean
Superintendent of Schools