



BUDGET UPDATE

APRIL 7, 2025

BRIGITTE M. CLARK
CHIEF FINANCIAL OFFICER

DR. MATT BOLINGER
ASSISTANT SUPERINTENDENT OF HUMAN RESOURCES

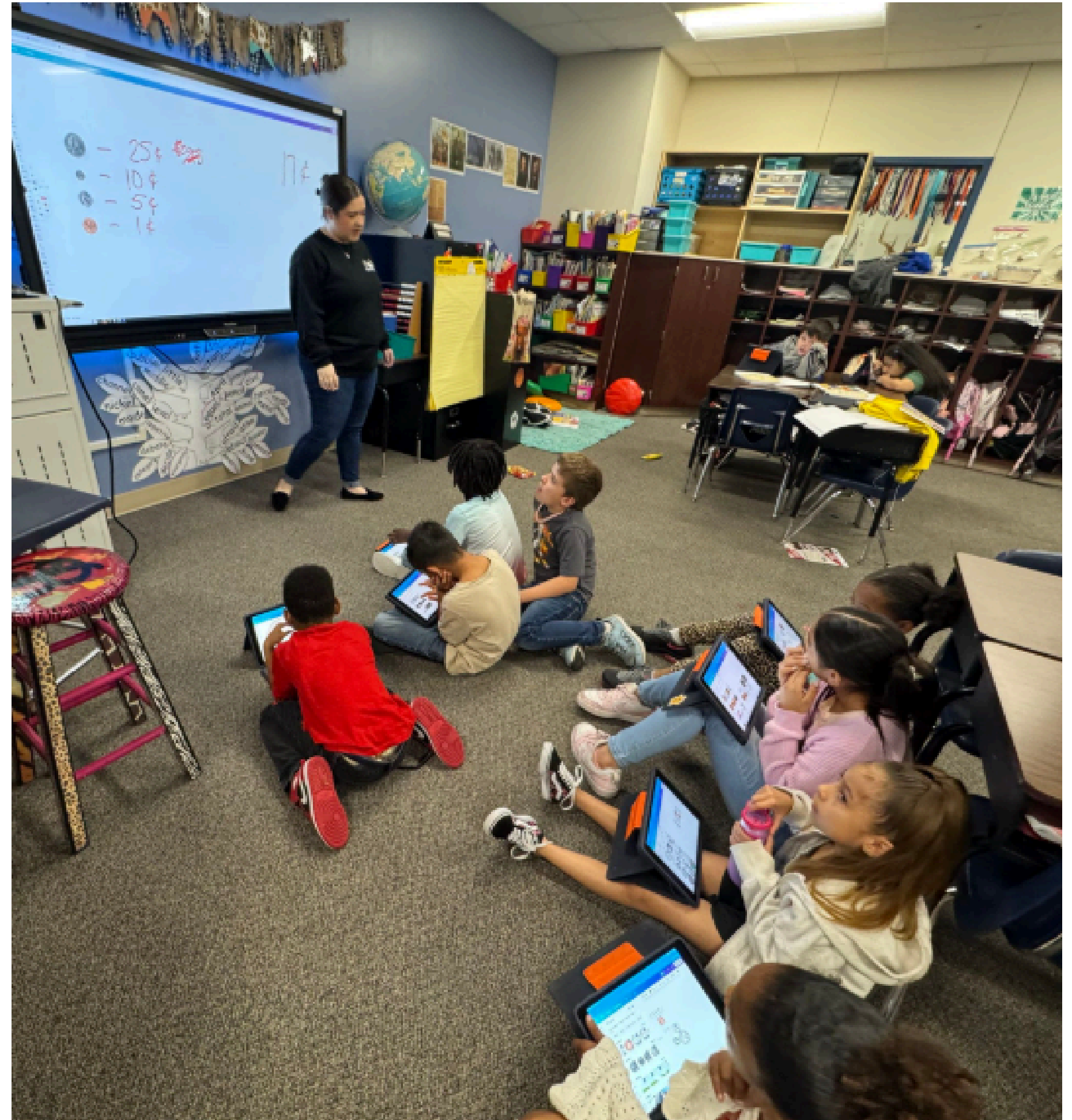
Agenda

Legislative update

Budget reduction review

TASB compensation review

Calendar and next steps





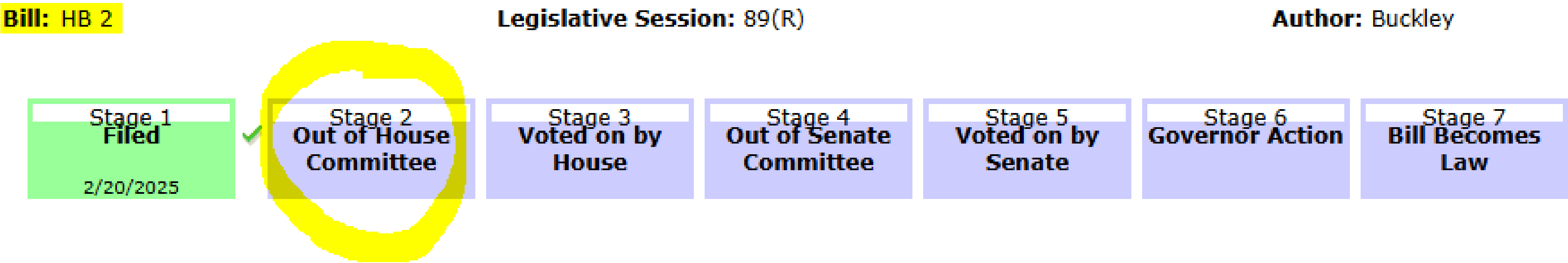
89th Legislative
Session

Key Dates in Session

- **March 14:** Bill filing deadline
- **May 12:** Last day for House committees to report HB/HJR
- **May 16:** Last day for the House to vote out HB/HJR
- **May 24:** Last day for the House committees to report SB/SJR
- **May 28:** Last day for the House to vote out SB/SJR. Last day for the Senate to consider all bills/JRs.
- **June 2:** Sine Die
- **June 22:** Last day the governor can sign or veto bills passed.

HOUSE BILL 2 - SCHOOL FINANCE

CAUTION: Budgets must be passed based on **current law**. This bill passed the House Education Committee on 4/3, but has several more stages before it becomes law.



Legend

- Indicates bill passed stage
- Indicates bill has not reached stage
- Indicates bill failed to complete stage

HOUSE BILL 2 - SCHOOL FINANCE

ILLUSTRATION ONLY - Law has not yet passed

- Moak Casey unconfirmed revenue estimates could be up to \$16 million for GCCISD, including:
 - Increases basic allotment from \$6,160 to \$6,555
 - Significant increases to Special Ed and Comp Ed
 - Increases to all other special programs

HOUSE BILL 2 - SCHOOL FINANCE

- **ILLUSTRATION ONLY - Law has not yet passed**
 - Total unconfirmed gain approximately \$16 million
 - Law states that 40% of the gain must be used for salary increases ($\$16 \text{ million} \times 40\% = \6.4 million)
 - Law states that 75% of the 40% must be for Teachers, Nurses, Librarians ($\$16 \text{ million} \times 40\% \times 75\% = \4.8 million)
 - Law states that 25% of the 40% must be for all other non-administrators ($\$16 \text{ million} \times 40\% \times 25\% = \1.6 million)

BUDGET REDUCTION REVIEW



BUDGET REDUCTION PLAN

SCENARIO B

17	TOTAL BEGINNING DEFICIT	(6,062,188)
18		
19	Construction positions eliminated	225,000
20	Reduced positions/adjustments	92,792
21	HR Early retirement incentive & sign on bonus discontinued	70,000
22	Finance	72,208
23	Strategic software elimination	100,000
24	Travel reduction 10% (6411s)	75,000
25	Revise white fleet policy on 30 mile radius	100,000
26	Restructure custodial staffing at smaller facilities	210,000
27	Reduce auxiliary (noncampus)	630,000
28	Adjust nursing staff at small ES's (LVNs)	150,000
29	Adjust staffing (2 positions) at ELAs	150,000
31	Restructure library services	175,000
35	Reduce district positions	350,000
38	Reduce 4 clerical	180,000
47	Reduce department budgets	1,000,000
48	DEFICIT	(2,482,188)

SCENARIOS 2025-26

Budget Scenarios - for Illustrative Purposes Only				
		2025-26 Scenario A (Additional \$2.5 million Redux)	2025-26 Scenario B (No add'l \$2.5 million Redux; Current Law)	2025-26 Scenario C (HB2 Passes - but timing matters)
1	Projected Revenues	\$ 253,149,415	\$ 253,149,415	\$ 253,149,415
2	Estimated Expenditures (includes reductions)	(264,915,940)	(264,915,940)	(264,915,940)
3	Additional reductions of 55 positions	2,482,188	-	-
4	Pay Increase	(4,200,000)	(4,200,000)	(6,400,000)
5	TF from Capital Projects and Worker's Comp (EST ONLY)*	13,484,337	13,484,337	13,484,337
6	Revenues Over/(Under) Expenditures	0	(2,482,188)	(4,682,188)
7	Legislative funding increases (NOT GUARANTEED)	-	-	16,000,000
8	Revenues Over/(Under) Expenditures	0	(2,482,188)	11,317,812
9	Estimated Fund Balance 6/30/25	89,000,000	89,000,000	89,000,000
10	Estimated Fund Balance 6/30/26	89,000,000	86,517,812	100,317,812
11	Fund Balance Policy CE(LOCAL) 3 months' Exp Required	66,658,438	67,278,985	67,828,985
*One-time revenue sources are not recurring revenue sources and will not be available in future years. They are transfers from fund balance reserves.				
Scenario B: was recommended by Board on 3/24/25; 2% General Pay Increase				
NEW Scenario C: 4.5% Increase for Teachers, Nurses, Librarians;				

SCENARIOS 2026-27

Budget Scenarios - for Illustrative Purposes Only

		2025-26 Scenario C (HB2 Passes early in year)	2026-27 Scenario 2 (HB2 Passes)**
1	Projected Revenues	\$ 253,149,415	\$ 253,149,415
2	Estimated Expenditures (includes reductions)	(264,915,940)	(271,315,940)
3	Additional reductions of 55 positions	-	
4	Pay Increase***	(6,400,000)	(4,284,000)
5	TF from Capital Projects and Worker's Comp (EST ONLY)*	13,484,337	4,000,000
6	Revenues Over/(Under) Expenditures	(4,682,188)	(18,450,525)
7	Legislative funding increases (NOT GUARANTEED)	16,000,000	16,000,000
8	Revenues Over/(Under) Expenditures	11,317,812	(2,450,525)
9	Estimated Fund Balance 6/30/25	89,000,000	100,317,812
10	Estimated Fund Balance 6/30/26	100,317,812	97,867,288
11	Fund Balance Policy CE(LOCAL) 3 months' Exp Required	67,828,985	68,899,985

*One-time revenue sources are not recurring revenue sources and will not be available in future years. They are transfers from fund balance reserves.

**Scenario 2: 2% General Pay Increase

***Scenario C: 4.5% Increase for Teachers, Nurses, Librarians; Scenario 2: 2% General Pay Increase

SCENARIOS 2026-27

Budget Scenarios - for Illustrative Purposes Only			
		2025-26 Scenario B (HB2 does not pass)	2026-27 Scenario 1 (HB2 Does not pass)**
1	Projected Revenues	\$ 253,149,415	\$ 253,149,415
2	Estimated Expenditures (includes reductions)	(264,915,940)	(269,115,940)
3	Additional reductions of 55 positions	-	
4	Pay Increase***	(4,200,000)	(4,284,000)
5	TF from Capital Projects and Worker's Comp (EST ONLY)*	13,484,337	4,000,000
6	Revenues Over/(Under) Expenditures	(2,482,188)	(16,250,525)
7	Legislative funding increases (NOT GUARANTEED)	-	-
8	Revenues Over/(Under) Expenditures	(2,482,188)	(16,250,525)
9	Estimated Fund Balance 6/30/25	89,000,000	86,517,812
10	Estimated Fund Balance 6/30/26	86,517,812	70,267,288
11	Fund Balance Policy CE(LOCAL) 3 months' Exp Required	67,278,985	68,349,985
*One-time revenue sources are not recurring revenue sources and will not be available in future years. They are transfers from fund balance reserves.			
**Scenario B for 2025-26 was recommended by Board on 3/24/25			
***2% General Pay Increase in Scenario 1; 4.5% Increase for Teachers, Nurses, Librarians,			

SCENARIOS 2026-27

Budget Scenarios - for Illustrative Purposes Only			
		2025-26 Scenario B becomes Scenario C (HB2 passes late in year)	2026-27 Scenario 2 (HB2 Passes)**
1	Projected Revenues	\$ 253,149,415	\$ 253,149,415
2	Estimated Expenditures (includes reductions)	(264,915,940)	(271,315,940)
3	Additional reductions of 55 positions	-	
4	Pay Increase***	(6,400,000)	(4,284,000)
5	TF from Capital Projects and Worker's Comp (EST ONLY)*	13,484,337	4,000,000
6	Revenues Over/(Under) Expenditures	(4,682,188)	(18,450,525)
7	Legislative funding increases (NOT GUARANTEED)	16,000,000	16,000,000
8	Revenues Over/(Under) Expenditures	11,317,812	(2,450,525)
9	Estimated Fund Balance 6/30/25	89,000,000	100,317,812
10	Estimated Fund Balance 6/30/26	100,317,812	97,867,288
11	Fund Balance Policy CE(LOCAL) 3 months' Exp Required	67,828,985	68,899,985
*One-time revenue sources are not recurring revenue sources and will not be available in future years. They are transfers from fund balance reserves.			
**2% General Pay Increase in Scenario 2			
***Scenario B becomes Scenario C -must comply w/ HB2 regardless of timing; 4.5% pay increases for Teachers, Nurses, Librarians			

BUDGET NEXT STEPS

- If we adopt compensation before HB2 passed, we run the risk of having to increase compensation on top of what was already approved ($2\% + 4.5\% = 6.5\%$).
- Even if bill passes late in summer special session, we still must comply with the law by 9/1.
- If HB2 does not officially become law prior to 5/6, the recommendation is to move compensation plan approval to 6/2 (sine die) or even as late as 6/16.

2025-2026 BUDGET CALENDAR

	DATE	DESCRIPTION	ACTIVITY
MAY	6	Board Agenda Item: Board Budget Update	Discuss Compensation Plan, General Fund, Debt Service, and Food Service
	7	Budget Meeting - HR, Finance	
JUNE	2	Board Agenda Item: Board Budget Update	Board Action: Approve 2024 Compensation Plan - notify TASB; General Fund, Debt Service, and Food Service
	6	Publish Notice of Public Hearing	Publish Notice of Public Hearing at least 10 days prior to public hearing
	11	TASB	Send employee data/pay plans in Excel and Pay system procedure revisions (so HR has time to enter in teams by 6/17/24 for payroll trials.)
	17	HR to enter Compensation Plan in TEAMS	HR to have Compensation Plan data entered into TEAMS for Payroll trials.
	16	Public Hearing & Adoption of Budget	Board Action: The district will hold a public hearing on the proposed 2025-26 budget and Board will consider budget adoption



COMPENSATION 2025-2026



COMPARABLE DISTRICTS

- Comparison Group are based on enrollment and location.
- Comparison Group: 21 Districts in proximity to GCCISD in ESC Region IV.

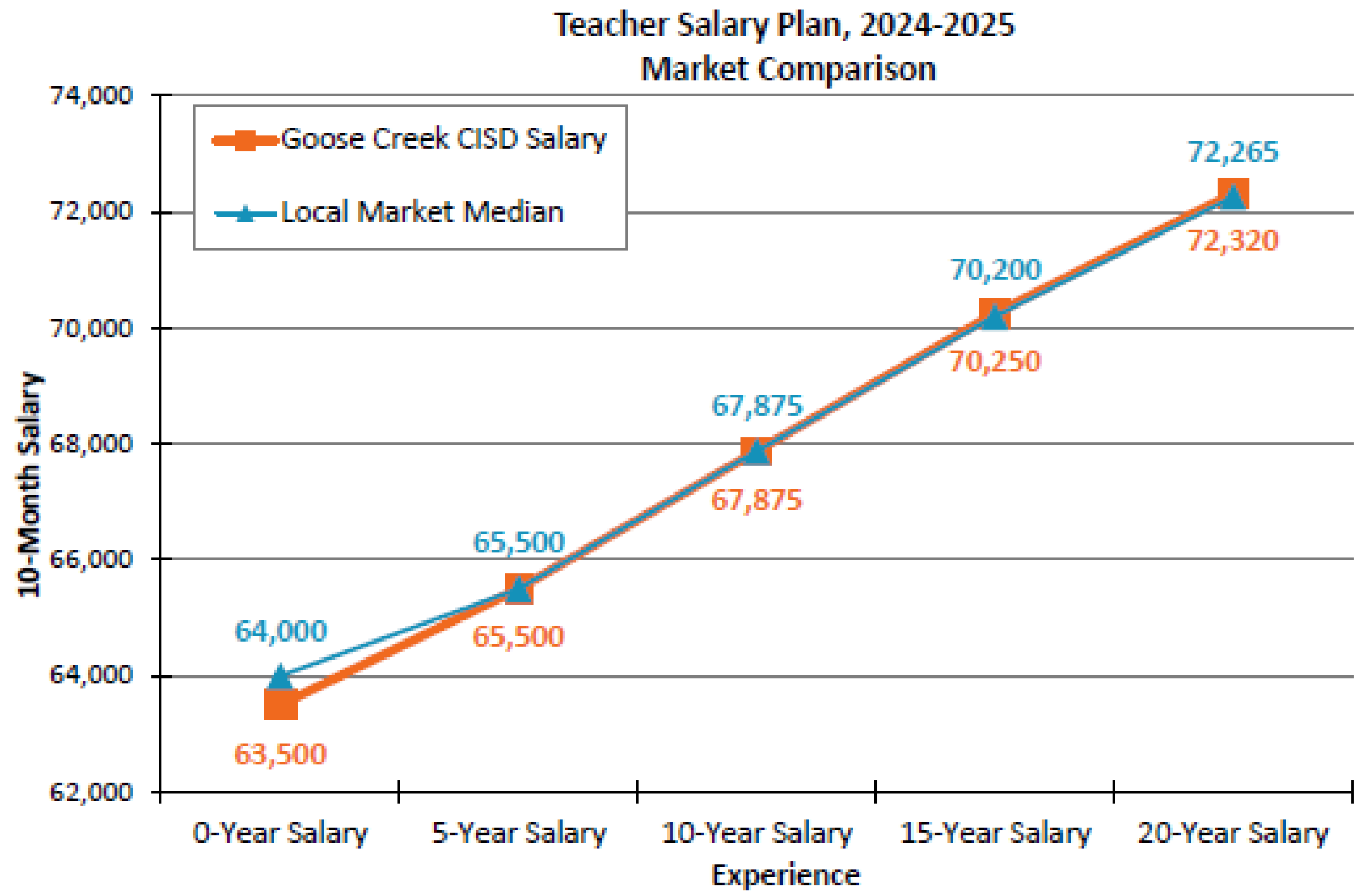
GOOSE CREEK CISD

	District	ESC Region	Student Enrollment	Number of FTE
1	Aldine ISD	04	58,074	9,424
2	Alvin ISD	04	30,023	4,174
3	Barbers Hill ISD	04	7,718	1,320
4	Brazosport ISD	04	11,146	1,855
5	Channelview ISD	04	9,327	1,416
6	Clear Creek ISD	04	40,693	5,261
7	Crosby ISD	04	6,997	861
8	Deer Park ISD	04	12,120	2,073
9	Fort Bend ISD	04	79,270	10,843
10	Galena Park ISD	04	21,392	3,313
11	Houston ISD	04	189,934	24,451
12	Humble ISD	04	48,758	6,273
13	Katy ISD	04	95,401	12,312
14	Klein ISD	04	53,712	7,542
15	La Porte ISD	04	7,100	1,056
16	New Caney ISD	06	18,344	2,440
17	Pasadena ISD	04	48,726	8,110
18	Pearland ISD	04	20,807	2,675
19	Sheldon ISD	04	10,990	1,521
20	Spring Branch ISD	04	32,499	4,810
21	Spring ISD	04	34,114	5,048
Goose Creek CISD		04	24,031	3,553

TEACHER MARKET COMPARISONS

- MC Group has little variance from highest to lowest salary.
- Starting teacher pay is \$500 below median.
- Salaries align with median at 5 and 10 year marks.
- Salaries are slightly above median at 15 and 20 year marks.

GOOSE CREEK CISD



TEACHER SALARY BY EXPERIENCE

- The chart is sorted by 0-Year experience (14).
- Five year experience increments and rank are listed below.
- Notice increases from previous year in more experienced teacher pay.

2023-2024 COMPARISON

Comparison to Median Dollar Difference	99% (\$750)	99% (\$817)	99% (\$809)	98% (\$1,380)	98% (\$1,709)	98% (\$1,029)
Rank Order	13	17	16	17	17	15

Teacher Salaries by Experience
Bachelor's degree, 10 months

District		0-Year Salary	5-Year Salary	10-Year Salary	15-Year Salary	20-Year Salary	Average Teacher Salary
1	Barbers Hill ISD	\$65,500	\$70,338	\$72,743	\$81,223	\$84,702	\$78,808
2	Galena Park ISD	\$65,500	\$67,000	\$68,500	\$70,200	\$72,500	\$68,163
3	Sheldon ISD	\$65,000	\$66,425	\$68,730	\$71,400	\$74,145	\$69,556
4	New Caney ISD	\$65,000	\$66,160	\$67,427	\$68,673	\$70,187	\$67,485
5	Crosby ISD	\$64,650	\$66,385	\$68,135	\$69,885	\$71,635	\$68,358
6	Spring Branch ISD	\$64,375	\$65,875	\$67,875	\$70,375	\$73,375	\$69,208
7	Humble ISD	\$64,350	\$65,150	\$66,350	\$68,500	\$70,050	\$68,145
8	Alvin ISD	\$64,175	\$65,695	\$67,795	\$70,485	\$72,265	\$68,380
9	Katy ISD	\$64,130	\$66,275	\$68,675	\$70,875	\$72,875	\$69,226
10	Channelview ISD	\$64,000	\$66,200	\$69,000	\$71,700	\$74,200	\$70,376
11	Houston ISD	\$64,000	\$66,000	\$69,000	\$72,000	\$74,500	\$73,661
12	Aldine ISD	\$64,000	\$65,500	\$67,000	\$68,500	\$70,000	\$67,000
13	Pasadena ISD	\$63,705	\$65,022	\$67,326	\$69,869	\$71,829	\$67,385
14	Pearland ISD	\$62,700	\$64,910	\$66,780	\$68,528	\$70,828	\$67,864
15	Clear Creek ISD	\$62,500	\$64,780	\$67,954	\$71,131	\$74,306	\$67,954
16	Fort Bend ISD	\$62,000	\$65,000	\$68,250	\$71,750	\$75,500	\$70,009
17	Klein ISD	\$61,075	\$65,175	\$67,175	\$69,175	\$71,175	\$67,591
18	Deer Park ISD	\$61,000	\$64,158	\$68,322	\$70,971	\$72,571	\$69,029
19	La Porte ISD	\$61,000	\$63,000	\$65,000	\$67,000	\$69,000	\$65,000
20	Brazosport ISD	\$60,500	\$62,500	\$64,500	\$66,500	\$68,550	\$65,390
21	Spring ISD	\$60,500	\$61,700	\$63,200	\$65,100	\$67,600	\$63,819

Goose Creek CISD	\$63,500	\$65,500	\$67,875	\$70,250	\$72,320	\$68,300
------------------	----------	----------	----------	----------	----------	----------

Median	\$64,000	\$65,500	\$67,875	\$70,200	\$72,265	\$68,163
--------	----------	----------	----------	----------	----------	----------

Comparison to Median Dollar Difference	99% (\$500)	100% \$0	100% \$0	100% \$50	100% \$55	100% \$137
Rank Order	14	11	11	11	11	11

STIPENDS AND AVERAGE MARKET COMPARISONS

- GCCISD stipends are highly competitive
- Average market comparisons show employee pay, midpoints, and minimums compared to the market midpoints.
- Equity adjustments are recommended for positions that fall significantly below paygrade midpoint.

GOOSE CREEK CISD

Stipend	Goose Creek CISD	Median Stipend	Districts Reporting
Master’s Degree - General	\$1,000	\$1,000	20 of 21
Secondary Math	\$3,500	\$3,000	14 of 21
Secondary Science	\$3,500	\$3,000	14 of 21
Special Education - General/Resource	--	\$2,000	12 of 21
Special Education - High Needs	\$4,000	\$2,500	20 of 21
Bilingual	\$5,000	\$4,500	21 of 21

The tables below show the employee groups included in this study as well as the average market comparison for each.

Exempt Pay Group	Employee Pay to Market	Pay Grade Midpoint to Market	Number of Benchmarks
Central Administration	97%	97%	25
Campus Administration	96%	101%	7
Professional	98%	102%	25
Technology	91%	91%	4

Nonexempt Pay Group	Employee Pay to Market	Pay Grade Midpoint to Market	Pay Grade Minimum to Market	Number of Benchmarks
Instructional Support	95%	105%	100%	6
Clerical Support	97%	100%	99%	24
Manual Trades	89%	93%	97%	21
Police	90%	98%	102%	4

MODEL 1: 2% INCREASE

- Starting teacher pay would increase from \$63,500 to \$64,475.
- Equity adjustments are applied if certain groups are significantly below market midpoint.
- Total cost for a 2% increase is **\$4,163,545.**

GOOSE CREEK CISD

Estimated Costs of Recommendations

These estimates are based on employee pay data collected at the beginning of the pay study and are reflective of a snapshot in time.

Goose Creek CISD

Summary of Cost Estimates, 2025-2026

Model 1

2.0% GPI

	Total Staff	Count of Increases	Cost Increase	Percent of Current Costs	2024-2025 Current Costs
Teachers, Librarians, and Nurses (RN)					
\$64,475 starting salary	1,612		\$2,225,410		\$110,660,445
^{1c} General pay increase - 2.0% (\$1,375)		1,612	\$2,225,410	2.0%	
Administrative/Professional					
Administrative/Professional	384		\$745,305		\$34,416,594
^{1b} General pay increase - 2.0% of pay range midpoint		384	\$723,084	2.1%	
Adjustments - teacher pay equity		16	\$22,221	0.1%	
Clerical/Paraprofessional					
Clerical/Paraprofessional	754		\$516,256		\$20,962,108
^{1c} General pay increase - 2.0% of pay range midpoint		740	\$446,035	2.1%	
General pay increase - 2.0% to employees over range max		14	\$7,446	0.0%	
Adjustments - 1.0% above pay range minimum		8	\$400	0.0%	
Adjustments - placement scale		175	\$62,375	0.3%	
Manual Trades					
Manual Trades	765		\$565,076		\$21,236,012
^{1c} General pay increase - 2.0% of pay range midpoint		754	\$464,269	2.2%	
General pay increase - 2.0% to employees over range max		11	\$4,132	0.0%	
Adjustments - 1.0% above pay range minimum		1	\$312	0.0%	
Adjustments - placement scale		385	\$96,363	0.5%	
Police					
Police	53		\$111,498		\$2,043,410
^{1c} General pay increase - 2.0% of pay range midpoint		52	\$44,107	2.2%	
General pay increase - 2.0% to employees over range max		1	\$790	0.0%	
Adjustments - 1.0% above pay range minimum		2	\$4,512	0.2%	
Adjustments - placement scale		19	\$62,089	3.0%	
Subtotal - General Pay Increase	3,568	3,568	\$3,915,273	2.1%	
Subtotal - Implementation/Equity Adjustments		606	\$248,272	0.1%	
Total Cost Estimate			\$4,163,545	2.2%	\$189,318,569

Footnotes:

^{1b} Pay increases were applied to all employees, including those at or above the maximum rate.

^{1c} Pay increases were applied to all employees and itemized separately for employees at or above the maximum rate.

MODEL 2: 3% INCREASE

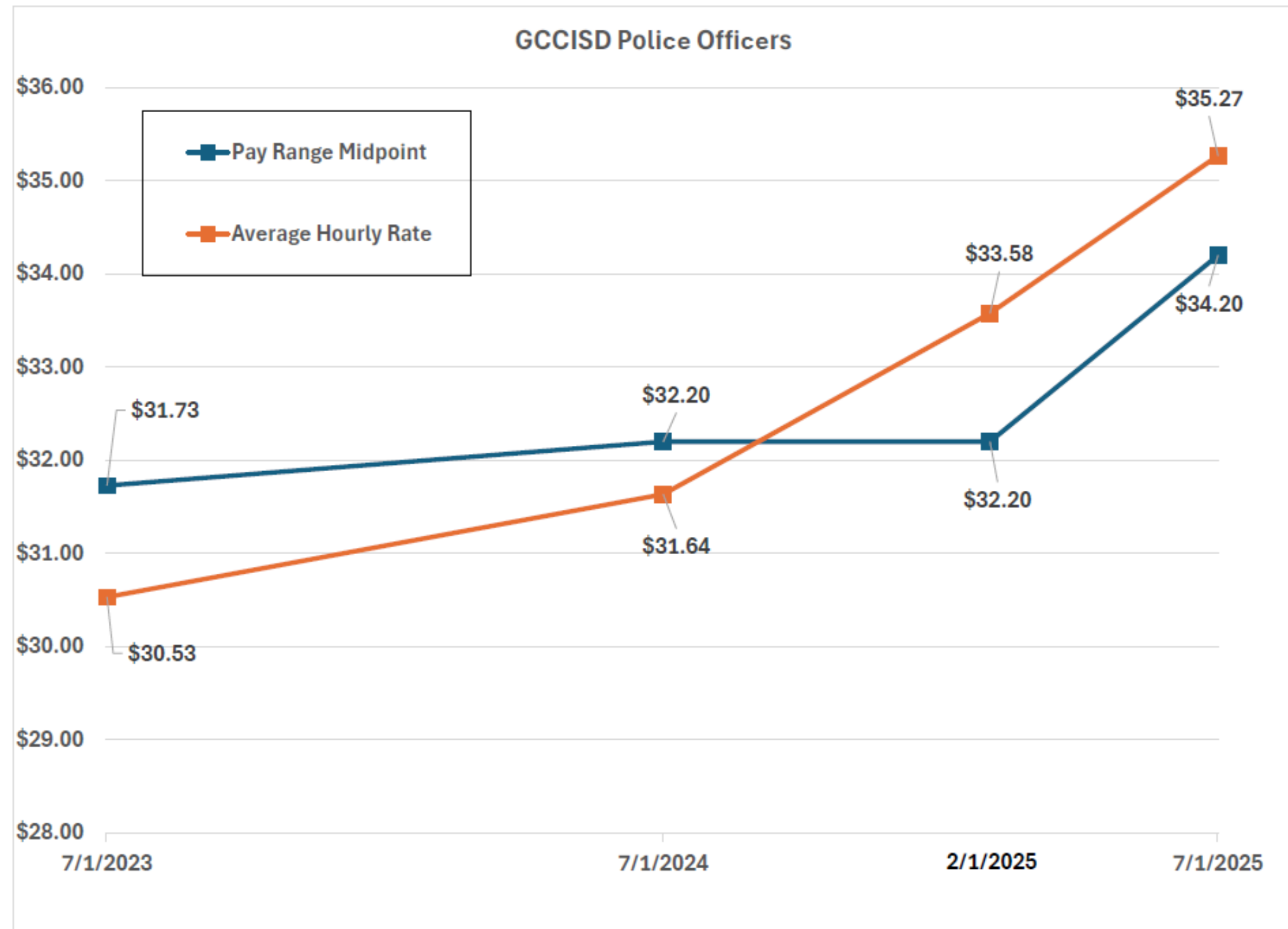
- Starting teacher pay would increase from \$63,500 to \$65,150.
- Equity adjustments are applied if certain groups are significantly below market midpoint.
- Total cost for a 3% increase is **\$6,013,876.**

GOOSE CREEK CISD

	Total Staff	Count of Increases	Cost Increase	Percent of Current Costs	2024-2025 Current Costs
Teachers, Librarians, and Nurses (RN)					
\$65,150 starting salary	1,612		\$3,317,989		\$110,660,445
^{1c} General pay increase - 3.0% (\$2,050)		1,612	\$3,317,989	3.0%	
Administrative/Professional					
	384		\$1,105,383		\$34,416,594
^{1b} General pay increase - 3.0% of pay range midpoint		384	\$1,084,670	3.2%	
Adjustments - teacher pay equity		16	\$20,713	0.1%	
Clerical/Paraprofessional					
	754		\$717,242		\$20,962,108
^{1c} General pay increase - 3.0% of pay range midpoint		739	\$666,753	3.2%	
General pay increase - 3.0% to employees over range max		15	\$12,676	0.1%	
Adjustments - placement scale		50	\$37,813	0.2%	
Manual Trades					
	765		\$748,073		\$21,236,012
^{1c} General pay increase - 3.0% of pay range midpoint		751	\$689,660	3.2%	
General pay increase - 3.0% to employees over range max		14	\$8,691	0.0%	
Adjustments - placement scale		85	\$49,722	0.2%	
Police					
	53		\$125,189		\$2,043,410
^{1c} General pay increase - 3.0% of pay range midpoint		52	\$66,869	3.3%	
General pay increase - 3.0% to employees over range max		1	\$1,206	0.1%	
Adjustments - 1.0% above pay range minimum		2	\$3,168	0.2%	
Adjustments - placement scale		16	\$53,946	2.6%	
Subtotal - General Pay Increase	3,568	3,568	\$5,848,514	3.1%	
Subtotal - Implementation/Equity Adjustments		169	\$165,362	0.1%	
Total Cost Estimate			\$6,013,876	3.2%	\$189,318,569

Footnotes:
^{1b} Pay increases were applied to all employees, including those at or above the maximum rate.
^{1c} Pay increases were applied to all employees and itemized separately for employees at or above the maximum rate.

POLICE PAY INCREASE



MODEL 3: 4% INCREASE

- Starting teacher pay would increase from \$63,500 to \$65,850.
- Equity adjustments are applied if certain groups are significantly below market midpoint.
- Total cost for a 4% increase is **\$7,908,329.**
- **TLN Cost is \$4,450,819 at 4%.**

GOOSE CREEK CISD

	Total Staff	Count of Increases	Cost Increase	Percent of Current Costs	2024-2025 Current Costs
Teachers, Librarians, and Nurses (RN)					
\$65,850 starting salary	1,612		\$4,450,819		\$110,660,445
^{1c} General pay increase - 4.0% (\$2,750)		1,612	\$4,450,819	4.0%	
Administrative/Professional					
Administrative/Professional	384		\$1,465,958		\$34,416,594
^{1b} General pay increase - 4.0% of pay range midpoint		384	\$1,446,316	4.2%	
Adjustments - teacher pay equity		16	\$19,642	0.1%	
Clerical/Paraprofessional					
Clerical/Paraprofessional	754		\$929,672		\$20,962,108
^{1c} General pay increase - 4.0% of pay range midpoint		735	\$885,921	4.2%	
General pay increase - 4.0% to employees over range max		19	\$18,612	0.1%	
Adjustments - placement scale		30	\$25,139	0.1%	
Manual Trades					
Manual Trades	765		\$962,499		\$21,236,012
^{1c} General pay increase - 4.0% of pay range midpoint		745	\$915,888	4.3%	
General pay increase - 4.0% to employees over range max		20	\$14,752	0.1%	
Adjustments - placement scale		58	\$31,859	0.2%	
Police					
Police	51		\$99,381		\$1,976,525
^{1c} General pay increase - 4.0% of pay range midpoint		50	\$83,591	4.2%	
General pay increase - 4.0% to employees over range max		1	\$1,602	0.1%	
Adjustments - placement scale		7	\$14,188	0.7%	
Subtotal - General Pay Increase	3,566	3,566	\$7,817,501	4.1%	
Subtotal - Implementation/Equity Adjustments		111	\$90,828	0.0%	
Total Cost Estimate			\$7,908,329	4.2%	\$189,251,684

Footnotes:
^{1b} Pay increases were applied to all employees, including those at or above the maximum rate.
^{1c} Pay increases were applied to all employees and itemized separately for employees at or above the maximum rate.

MODEL 4: 4.5% INCREASE

- Starting teacher pay would increase from \$63,500 to \$66,150.
- Equity adjustments are applied if certain groups are significantly below market midpoint.
- Total cost for a 4.5% increase is **\$8,802,837.**
- **TLN Cost is \$4,936,279 at 4.5%.**

GOOSE CREEK CISD

Goose Creek CISD Summary of Cost Estimates, 2025-2026

Model 4
4.5% GPI

	Total Staff	Count of Increases	Cost Increase	Percent of Current Costs	2024-2025 Current Costs
Teachers, Librarians, and Nurses (RN)					
\$66,150 starting salary	1,612		\$4,936,279		\$110,660,445
^{1c} General pay increase - 4.5% (\$3,050)		1,612	\$4,936,279	4.5%	
Administrative/Professional					
Administrative/Professional	384		\$1,645,123		\$34,416,594
^{1b} General pay increase - 4.5% of pay range midpoint		384	\$1,626,750	4.7%	
Adjustments - teacher pay equity		13	\$18,373	0.1%	
Clerical/Paraprofessional					
Clerical/Paraprofessional	754		\$1,042,309		\$20,962,108
^{1c} General pay increase - 4.5% of pay range midpoint		734	\$999,473	4.8%	
General pay increase - 4.5% to employees over range max		20	\$22,240	0.1%	
Adjustments - placement scale		25	\$20,596	0.1%	
Manual Trades					
Manual Trades	765		\$1,071,015		\$21,236,012
^{1c} General pay increase - 4.5% of pay range midpoint		745	\$1,028,114	4.8%	
General pay increase - 4.5% to employees over range max		20	\$18,299	0.1%	
Adjustments - placement scale		40	\$24,602	0.1%	
Police					
Police	51		\$108,111		\$1,976,525
^{1c} General pay increase - 4.5% of pay range midpoint		50	\$93,824	4.7%	
General pay increase - 4.5% to employees over range max		1	\$1,789	0.1%	
Adjustments - placement scale		6	\$12,498	0.6%	
Subtotal - General Pay Increase	3,566	3,566	\$8,726,768	4.6%	
Subtotal - Implementation/Equity Adjustments		84	\$76,069	0.0%	
Total Cost Estimate			\$8,802,837	4.7%	\$189,251,684

Footnotes:

^{1b} Pay increases were applied to all employees, including those at or above the maximum rate.

^{1c} Pay increases were applied to all employees and itemized separately for employees at or above the maximum rate.

TEACHER PAY SCALES

- CONTINUING TEACHERS, LIBRARIANS, AND NURSES (RN) WILL RECEIVE AN INCREASE OF \$1,375 AT 2%
- CONTINUING TEACHERS, LIBRARIANS, AND NURSES (RN) WILL RECEIVE AN INCREASE OF \$2,050 AT 3%

Model 1: \$64,475 starting, 2.0% GPI	
Years of Experience	New Hire Salary
0	\$64,475
1	\$64,875
2	\$65,275
3	\$65,675
4	\$66,075
5	\$66,475
6	\$66,875
7	\$67,275
8	\$67,725
9	\$68,225
10	\$68,725
11	\$69,250
12	\$69,775
13	\$70,275
14	\$70,725
15	\$71,175
16	\$71,625
17	\$72,075
18	\$72,525
19	\$72,931
20	\$73,335
21	\$73,695
22	\$74,055
23	\$74,405
24	\$74,755
25	\$75,105
26	\$75,457
27	\$75,837
28	\$76,437
29	\$77,037
30	\$77,637
31+	\$78,237

Model 2: \$65,150 starting, 3.0% GPI	
Years of Experience	New Hire Salary
0	\$65,150
1	\$65,550
2	\$65,950
3	\$66,350
4	\$66,750
5	\$67,150
6	\$67,550
7	\$67,950
8	\$68,400
9	\$68,900
10	\$69,400
11	\$69,925
12	\$70,450
13	\$70,950
14	\$71,400
15	\$71,850
16	\$72,300
17	\$72,750
18	\$73,200
19	\$73,606
20	\$74,010
21	\$74,370
22	\$74,730
23	\$75,080
24	\$75,430
25	\$75,780
26	\$76,132
27	\$76,512
28	\$77,112
29	\$77,712
30	\$78,312
31+	\$78,912

TEACHER PAY SCALES

- CONTINUING TEACHERS, LIBRARIANS, AND NURSES (RN) WILL RECEIVE AN INCREASE OF \$2,750 AT 4%
- CONTINUING TEACHERS, LIBRARIANS, AND NURSES (RN) WILL RECEIVE AN INCREASE OF \$3,050 AT 4.5%

Goose Creek CISD

2025-2026 New Hire Guide for
Teachers, Librarians, and Nurses (RN)

Model 3: \$65,850 starting, 4.0% GPI

Years of Experience	New Hire Salary
0	\$65,850
1	\$66,250
2	\$66,650
3	\$67,050
4	\$67,450
5	\$67,850
6	\$68,250
7	\$68,650
8	\$69,100
9	\$69,600
10	\$70,100
11	\$70,625
12	\$71,150
13	\$71,650
14	\$72,100
15	\$72,550
16	\$73,000
17	\$73,450
18	\$73,900
19	\$74,306
20	\$74,710
21	\$75,070
22	\$75,430
23	\$75,780
24	\$76,130
25	\$76,480
26	\$76,832
27	\$77,212
28	\$77,812
29	\$78,412
30	\$79,012
31+	\$79,612

Goose Creek CISD

2025-2026 New Hire Guide for
Teachers, Librarians, and Nurses (RN)

Model 4: \$66,150 starting, 4.5% GPI

Years of Experience	New Hire Salary
0	\$66,150
1	\$66,550
2	\$66,950
3	\$67,350
4	\$67,750
5	\$68,150
6	\$68,550
7	\$68,950
8	\$69,400
9	\$69,900
10	\$70,400
11	\$70,925
12	\$71,450
13	\$71,950
14	\$72,400
15	\$72,850
16	\$73,300
17	\$73,750
18	\$74,200
19	\$74,606
20	\$75,010
21	\$75,370
22	\$75,730
23	\$76,080
24	\$76,430
25	\$76,780
26	\$77,132
27	\$77,512
28	\$78,112
29	\$78,712
30	\$79,312
31+	\$79,912

Thank you!

