

NAVARRO INDEPENDENT SCHOOL DISTRICT

Subject: 2025-2026 Compensation Task Force Recommendations

Date: March 23, 2026

Administrator Responsible/Position: Paul Neuhoff, Chief Financial Officer, and David Kauffman, Ed.D., Asst. Superintendent of Human Resources and School Leadership

A. Purpose of Agenda Item:

- Information Only Action Needed Receive Input

B. Authority for This Action:

- Local Policy Law or Rule N/A

C. Priority, Goal, or Need Addressed:

- Strategic Plan District/Campus Improvement Plan Other

Priorities

- Priority 1:** Recruiting, Hiring, Coaching, and Retaining High Quality Teachers and Staff to Support Student Outcomes.
- Priority 2:** Maximizing Academic Performance.
- Priority 3:** Maximizing Co-Curricular and Extra-Curricular Opportunities, Performance, and Engagement.
- Priority 4:** Planning, Preparing, and Maintaining Facilities and Environments for Learning.
- Priority 5:** Obtaining and Maintaining Top Rated District Recognition

Board Goals for 2023-2028

- Goal 1*:** The percent of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 49% to 60% by June 2024, 65% for 2024-2025, 70% for 2025-2026, 75% for 2026-2027, 80% for 2027-2028. **(HB3 Required Goal)**
- Goal 2*:** Increased overall student performance in mathematics to 85% Meets Standard by 2028.
The percent of 3rd grade students that score meets grade level or above on STAAR Math will increase from 53% to 65% by June 2024, 70% for 2024-2025, 75% for 2025-2026, 80% for 2026-2027, 85% for 2027-2028. **(HB3 Required Goal)**
- Goal 3*:** The percentage of graduates that meet the criteria for CCMR will increase from 72% to 88% by August 2024 and increase to 95% by 2028. **(HB3 Required Goal)**

- D. Summary:** The Compensation Task Force recommendations for 2026-27 include:
- a general pay increase of 3% at midpoint/mid-scale for all employees,
 - a 5% increase for substitute teachers to \$105/day and parity for substitute paraprofessionals with an increase from \$85/day to \$105/day,
 - creation of an Accrued Leave Payout Policy,
 - adding a Health Savings Account option to the employee benefits package at no cost to the district, and
 - an increase to the district contribution to health insurance to maintain the current percentage.

Background Information:

Membership:

The 2025-2026 Compensation Task Force included two Board members and represented all campuses, departments, and employee groups, including teachers, paraprofessionals, administrators, child nutrition services, custodial and operations, transportation, office clerical, Academic Services, Special Education, Business Office, Technology, and Human Resources.

Meeting Dates:

The group met four times, on

- October 28, 2025
- December 2, 2025
- January 13, 2026
- February 24, 2026

Discussion Topics:

- School finance, funding sources, and our present budget situation
- Current salary scales and comparison to other districts
- Current stipends
- Current benefits
- Issues raised by task force members and other employees
- Options for increases and additions

Recommendations for 2026-27:

- 3% general pay increase at mid-scale for teachers
- 3% general pay increase at midpoint for
 - Classroom paraprofessionals
 - Child Nutrition Services staff
 - Custodial staff
 - Maintenance staff
 - Bus drivers and monitors
 - Office and Technology staff
 - Other professional staff
- 5% increase for substitute teachers to \$105/day
- Match substitute paraprofessional pay to substitute teacher pay by increasing from \$85/day to \$105/day,
- Adopt an Accrued Leave Payout Policy as an additional benefit for dedicated district employees,
- Add a Health Savings Account option to the employee benefits package at no cost to the district, and
- Increase the district contribution to employee-only health insurance to maintain the current percentage. The district currently pays \$347 of the \$468 premium (74%), but premiums are expected to rise 5-15% for next year.

E. Comments Received:

LT DEIC Other: Compensation Task Force

All agenda items are reviewed by the Superintendent's Leadership Team.

F. Administrative Recommendation: That the Board reviews the recommendations of the Compensation Task Force for consideration when adopting the 2026-27 Navarro ISD Compensation Plan.

G. Fiscal Impact and Cost:

Amount: \$818,190 for 3% General Pay Increase
\$18,733 for Substitute pay increase
\$54,000-\$165,000 for health insurance

- Budget
- Bond

- Grant/Special Funds

- Other

H. Exhibits:

None

I. Action: No action required.

Motion by: _____ second by: _____

FOR: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson

AGAINST: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson

ABSTAINED: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson

MOTION CARRIED / DENIED / POSTPONED