

McKinney Independent School District
#1 Duvall Street, McKinney, Texas 75069

To: Board of Trustees
From: Shawn Pratt, Superintendent
Subject: 2025-2026 Compensation Plan
Date: August 18, 2025

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. The Board shall review and approve the compensation plan to be used by the District. The Board approved the following compensation increase.

- \$2,500 for classroom teachers with 3 and 4 years of creditable service
- \$5,000 for classroom teachers with 5 or more years of creditable service
- 4% of mid-point for paraprofessionals, auxiliary, and maintenance employees
- 3% of mid-point for all non-hourly employees
- Starting Teacher pay \$63,500

The Compensation Plan for 2025-2026 incorporates the Board approved compensation increases.

Impact Statement: Continue to retain highly qualified employees through a variety of measures to ensure the success of every student, every day.

It is recommended: That the Board approve the proposed 2025-2026 Compensation Plan as presented.

Resource Person(s): Caryn Stolp, Coordinator of Budget for Salaries/Benefits

Respectfully submitted,

Shawn Pratt
Superintendent

Alana Chisum
Assistant Superintendent
Human Resources