

***Killeen Independent School District***  
***Board Agenda Item Action Sheet***

**Date:** July 15, 2025

**Agenda Item Caption:** Consideration of Proposed Employee Compensation Plan General Pay Increases and Employer Health Plan Contribution and Discussion of Fiscal Year 2026 District Budget Planning

**Purpose of Agenda Item:** Action needed

**Administrative Recommendation:** Move to approve a 2% general pay increase with a \$13 floor for non-exempt employees; minimum \$2,500 raise for special education evaluation positions, principals, assistant principals and deans of instruction with a paygrade adjustment; a 2% general pay increase for all remaining positions, and a \$425 employer contribution to the district health insurance monthly premium for the 2025-2026 school year, as presented.

**Background Information:** As part of the district's annual budget planning, the administration assessed several general pay increase (GPI) scenarios and their effect on the overall general fund budget. The proposed Teacher Placement Schedule is inclusive of the recommended pay increases and will increase a starting teacher's salary with zero years of experience from \$58,000 to \$59,160.

**Fiscal Analysis:** \$6.45 million from the general fund [includes recommended pay increases and additional full time equivalents (FTE's) for middle school math and reading Professional Learning Communities (PLC's)]

**Regulatory Requirement:** Board Policies DEA (Legal) and (Local): Compensation and Benefits – Compensation Plan

**Contact Person for Additional Questions/Information:**

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**Attachments:** 1) Budget Presentation  
2) Proposed SY 2025-2026 Teacher Placement Schedule

**Signature Requested:** No