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COMPENSATION PLAN FOR 2025-2026 SCHOOL-YEAR

JUNE 16, 2025

MAJOR FACTORS FOR G-PISD

G-PISD is the leader in South Texas with the highest starting salary of \$62,000 for TEACHERS for the 2024-2025 SY.

99% of the districts general fund budget (without Chapter 313 supplemental payments) is currently committed to salaries and benefits

- State average is 80-85%
- 2024-2025 projected deficit without Ch. 313 payments: (\$12 Million)

During the 2024-2025 school-year, the district long-range compensation planning committee has convened four times to discuss compensation components that could be considered for the 2025-2026 SY

Future considerations may include options that contain non annual reoccurring compensation increases, ensuring strategic alignment of resources

- This approach builds capacity in budget forecasting as the district starts to face major financial turbulence with Chapter 313 Limitation Agreements and Chapter 49 Recapture impact

Legislative Update

HB 2: Teacher & Staff Compensation Highlights

💰 \$4.2 Billion – Teacher Pay Raises

• Large Districts (5,001+ students):

- \$2,500 increase for teachers with 3–4 years of experience
- \$5,000 increase for teachers with 5+ years

• Small Districts (5,000 or fewer students):

- \$4,000 increase for teachers with 3–4 years
- \$8,000 increase for teachers with 5+ years

👤 \$500 Million – Support Staff Increases

• Raises for **entry-level teachers** and essential staff, including:

- Counselors
- Librarians
- Nurses
- Custodians
- Bus drivers



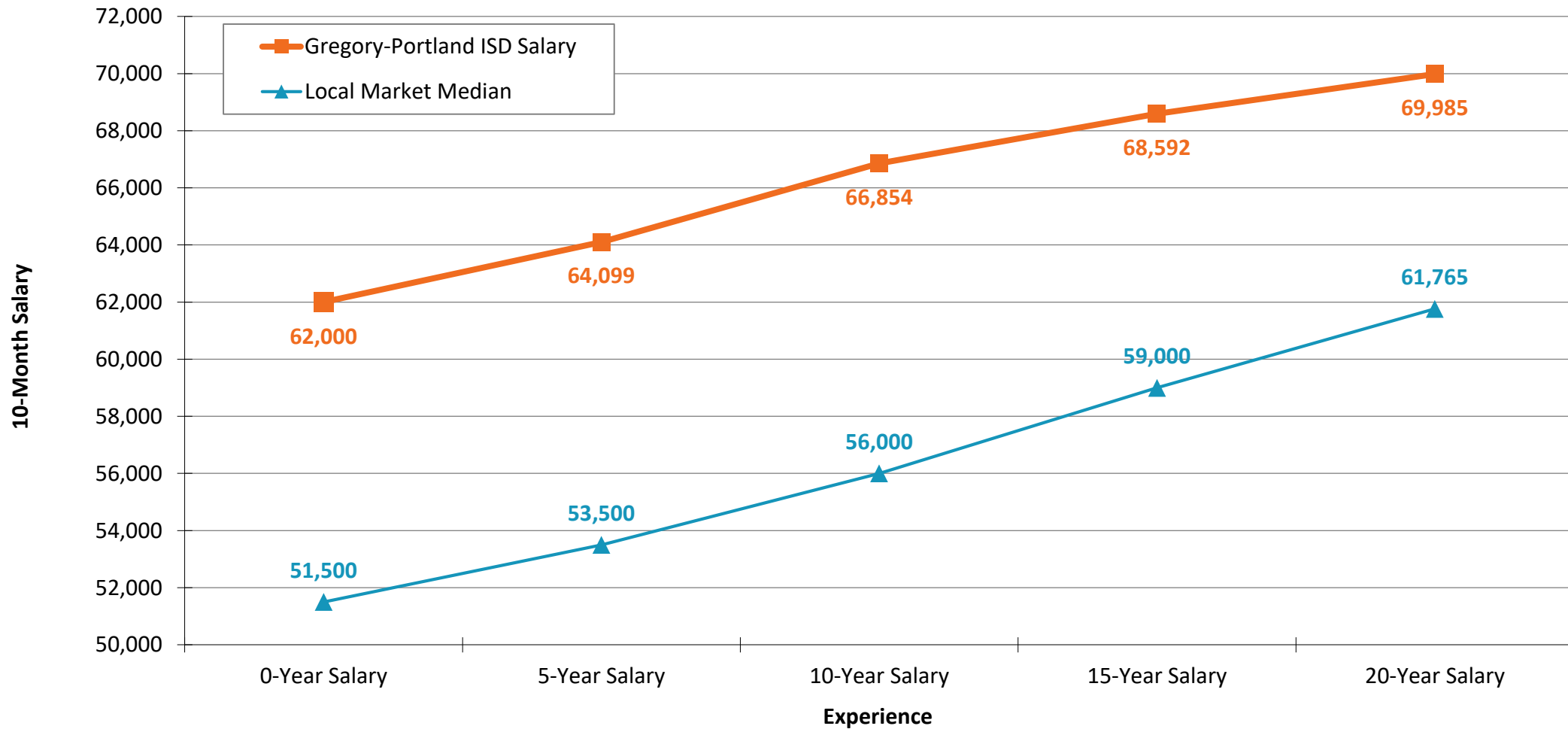
STAFF CLASSIFICATIONS

- ☐ Teachers
- ☐ Auxiliary
- ☐ Clerical, Technical, Inst. Support
- ☐ Administrators – School Based
- ☐ Administrators – Non-School Based

COMPENSATION PACKAGES

- ☐ Base Salary
- ☐ Hourly Rate
- ☐ Benefits (Health, Workers Comp, etc.)
- ☐ Stipends
- ☐ Tenure Incentive

TASB Pay System Review Study



*NEW STARTING PAY

PROPOSTED UPDATED

2025-2026 TEACHER SALARY SCHEDULE

- Starting Pay will go from \$62,000 to \$63,000
 - Min. Daily Rate: \$336.90
 - Max. Daily Rate: \$456.55
- \$2,000 increase for teachers with 1 year of experience
- \$2,250 increase for teachers with 2 years of experience
- \$2,500 for teachers with 3 and 4 years of experience
- \$5,000 for teachers with 5 to 19 years of experience
- \$5,500 increase for teachers with 20+ years of experience

TASB Structure Recommendations

Move positions that do not meet the definition of classroom teacher to the Campus-Based Adm Professional Pay Plan

- Athletic Trainer
- Speech Language Pathologist
- Specialist – Library Media
- Registered Nurse

2025-2026 Proposed G-PISD TEACHER SALARY HIRING PLAN			
TEACHERS, LIBRARY MEDIA SPECIALIST, AND REGISTERED NURSES			
YEARS OF EXPERIENCE	STATE MINIMUM	BACHELOR'S DEGREE	MASTER'S DEGREE
0	\$33,660	\$63,000	\$64,000
1	\$34,390	\$64,000	\$65,000
2	\$35,100	\$64,435	\$65,435
3	\$35,830	\$66,260	\$67,260
4	\$37,350	\$66,564	\$67,564
5	\$38,880	\$69,088	\$70,088
6	\$40,410	\$69,099	\$70,099
7	\$41,830	\$69,109	\$70,109
8	\$41,190	\$69,426	\$70,426
9	\$44,440	\$71,210	\$72,210
10	\$45,630	\$71,326	\$72,326
11	\$46,770	\$71,854	\$72,851
12	\$47,850	\$71,896	\$72,896
13	\$48,850	\$72,380	\$73,380
14	\$49,810	\$73,383	\$74,383
15	\$50,710	\$73,514	\$74,514
16	\$51,570	\$73,592	\$74,592
17	\$52,370	\$74,183	\$75,183
18	\$53,140	\$74,290	\$75,290
19	\$53,860	\$74,367	\$75,367
20	\$54,540	\$74,943	\$75,943
21	\$54,540	\$75,485	\$76,485
22	\$54,540	\$75,846	\$76,846
23	\$54,540	\$77,070	\$78,070
24	\$54,540	\$78,143	\$79,143
25	\$54,540	\$79,203	\$80,203
26	\$54,540	\$80,212	\$81,212
27	\$54,540	\$81,217	\$82,217
28	\$54,540	\$82,067	\$83,067
29	\$54,540	\$82,909	\$83,909
30+	\$54,540	\$83,801	\$84,801

School-Based Administrators

TASB Structure Recommendations

Adjust structure to maintain competitive market position:

- Range widths are standardized at 47%
- Midpoints are competitively aligned above market rates in most cases
- Combine current PG 101 and 102, renumbered PG 100 to 101. PG renumbered starting with 1 to be consistent with other PG.
- Average structure change is 1.9%
- Move positions that do not meet the definition of classroom teacher to School-Based Adm.
- Updated Job Titles as presented to modernize titles based on actual work performed

Proposed Increase:

- 1% General Pay Increase from mid-point
- Adjustments to ensure those in positions found in the educator career pathway (e.g. counselors, AP) are paid at least 2% more than a teacher would be paid with the same level of experience.

Pay Grade	Job Title	Calendars			Minimum	Midpoint	Maximum
1			Daily		\$257.58	\$318.00	\$378.42
2			Daily		\$302.55	\$373.52	\$444.49
	Social Worker	209	187	Days	56,577	69,848	83,120
	Speech Language Pathologist - Asst (From Teacher Schedule)	187	209	Days	63,233	78,066	92,898
3			Daily		\$337.04	\$416.10	\$495.16
	Athletic Trainer (From Teacher Schedule)	202	187	Days	63,026	77,811	92,595
	Counselor - College & Career	209	196	Days	66,060	81,556	97,051
	Counselor - ES	197	197	Days	66,397	81,972	97,547
	Counselor - HS	209	202	Days	68,082	84,052	100,022
	Counselor - MS	202	209	Days	70,441	86,965	103,488
	Diagnostician	197	212	Days	71,452	88,213	104,974
	Instructional Specialist - Title 1	212					
	LSSP	197					
	Registered Nurse (From Teacher Schedule)	187					
	Specialist - Behavior	197					
	Specialist - Library Media (From Teacher Schedule)	196/202					
	Specialist - Title I	212					
	Speech Language Pathologist (From Teacher Schdule)	187					
4			Daily		\$361.65	\$446.48	\$531.31
	Asst Principal - ES	212	212	Days	76,670	94,654	112,638
	Asst Principal - MS	212					
	Coordinator - Testing	212					
5			Daily		\$380.46	\$469.70	\$558.94
	Academic Dean - MS	226	212	Days	80,658	99,576	118,495
	Asst Director - Athletics	217	217	Days	82,560	101,925	121,290
	Asst Principal - HS	212	226	Days	85,984	106,152	126,320
	Coordinator - At-Risk	217					
6			Daily		\$400.93	\$494.97	\$589.01
	Academic Dean - HS	226	217	Days	87,002	107,408	127,815
	Principal - Early Childhood	226	226	Days	90,610	111,863	133,116
	Principal - ES	217					
7			Daily		\$421.37	\$520.21	\$619.05
	Principal - MS	226	226	Days	95,230	117,567	139,905
8			Daily		\$444.12	\$548.30	\$652.48
	Principal - HS	226	226	Days	100,371	123,916	147,460

Non-School Based Administrators

TASB Structure Recommendations

Adjust structure to maintain competitive market position:

- Range widths are standardized at 47%
- Midpoints are competitively aligned above market rates in most cases
- Combine current PG 101 and 102, renumbered PG 100 to 101. PG renumbered starting with 1 to be consistent with other PG.
- Average structure change is 1.9%
- Move Specialist – Network from PG 1 to PG 2
- Updated Job Titles as presented to modernize titles based on actual work performed

Proposed Increase:

- 1% General Pay Increase from mid-point

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			Daily	\$257.58	\$318.00	\$378.42
	Central Office Manager/Exec Admin Asst - Supt	226	226 Days	58,213	71,868	85,523
	Construction Project Specialist	260	260 Days	66,971	82,680	98,389
	HVAC and Electrical Foreman	260				
	Supervisor - Custodial	260				
	Supervisor - Maintenance	260				
	Supervisor - Payroll	226				
	Supervisor - Transportation	260				
2			Daily	\$302.55	\$373.52	\$444.49
	Accountant	226	226 Days	68,376	84,416	100,455
	Specialist - Network (From PG 1)	226				
3			Daily	\$337.04	\$416.10	\$495.16
4			Daily	\$361.65	\$446.48	\$531.31
	Accountant - Senior	226	226 Days	81,733	100,904	120,076
	Coordinator - Human Resources	226				
	Coordinator - Instructional Services, ELAR/SS	226				
	Coordinator - Instructional Services, Math/SC	226				
	Coordinator - Instructional Technology	226				
	Coordinator - Multilingual & ESL	226				
	Coordinator - Purchasing	226				
	Coordinator - SPED & 504	226				
	Coordinator - Communications & Engagement	226				
	Coordinator - Multimedia Production	226				
	Data/PEIMS Administrator	226				
5			Daily	\$380.46	\$469.70	\$558.94
	Director - Food Services	226	226 Days	85,984	106,152	126,320
	Director - Transportation	260	260 Days	98,920	122,122	145,324
	Manager - Construction	260				
6			Daily	\$400.93	\$494.97	\$589.01
	Director - Assessment & Accountability	226	226 Days	90,610	111,863	133,116
	Director - CCMR and Counseling	226	260 Days	104,242	128,692	153,143
	Director - Maintenance & Operations	260				
	Director - Technology	226				
7			Daily	\$421.37	\$520.21	\$619.05
	Director - Business Services	226	226 Days	95,230	117,567	139,905
	Director - Family & Community Engagement	226				
	Director - Special Education	226				
8			Daily	\$444.12	\$548.30	\$652.48
	Director - Athletics/Head FB	226	226 Days	100,371	123,916	147,460
9			Daily	\$512.52	\$632.74	\$752.96
	Exec Director - Communications & Community Engagement	226	226 Days	115,830	142,999	170,169
	Exec Director - Human Resources	226				
	Exec Director - Safety & Student Services	226				
	Exec Director - School Leadership	226				
	Executive Director - Curriculum & Instruction	226				
10			Daily	\$587.86	\$725.75	\$863.64
	Assistant Supt - Business - Finance & Operations	226	226 Days	132,856	164,020	195,183

Clerical/Technical Staff

TASB Structure Recommendations

Adjust structure to improve market position:

- Range widths are standardized at 47%
- Midpoints are closely aligned above market rates in most cases
- Minimum rates are rounded to \$0.25 increments for simplified recruitment messaging
- Average structure change is 1.7%
- Move HS Bookkeeper and Registrar from PG 3 to PG 4

Proposed Increase:

- 1% General Pay Increase from mid-point

Pay Grade	Job Title	Calendars			Minimum	Midpoint	Maximum
1			Hourly		\$17.00	\$20.99	\$24.98
	Aide - Classroom	187	187 Days		23,843	29,438	35,034
	Aide - Sp Ed General	187					
	Aide - Sp Ed Self Contained	187					
2			Hourly		\$18.00	\$22.22	\$26.44
	Aide - At-Risk Credit Recovery	187	187 Days		25,245	31,164	37,082
	Aide - Dual Credit Support	187	192 Days		25,920	31,997	38,074
	Aide - ISS	187	197 Days		26,595	32,830	39,065
	Aide - Library	187, 192					
	Aide - STEAM/Computer	187					
	Clerical Asst - Campus Office	197					
	Receptionist - HS	197					
3			Hourly		\$19.00	\$23.46	\$27.92
	Admin Asst - Asst Principal HS	212	197 Days		28,073	34,662	41,252
	Admin Asst - Asst Principal MS	212	207 Days		29,498	36,422	43,346
	Admin Asst - Counselor	212	212 Days		30,210	37,301	44,393
	Clerical Asst - Attendance, Secondary	207	226 Days		32,205	39,765	47,324
	Clerical Asst - Attendance/PEIMS ES	207					
	Clerical Asst - Attendance/PEIMS ECC	221					
	Clerical Asst - Sp Ed PEIMS	207					
	Clerical Asst - Special Ed	197					
	Receptionist - District	226					
	Registrar - MS	207					
4			Hourly		\$20.50	\$25.31	\$30.12
	Admin Asst - DAEP/AEP	212	202 Days		31,058	38,345	45,632
	Admin Asst - Principal ES	217, 226	210 Days		32,288	39,863	47,439
	Admin Asst - Principal MS	226	212 Days		32,595	40,243	47,891
	Admin Asst- Fine Arts Dept	210	217 Days		33,364	41,192	49,020
	Admin Asst- Principal HS	226	221 Days		33,979	41,951	49,924
	Bookkeeper - HS (From PG 3)	202	226 Days		34,748	42,900	51,053
	Clerical Asst - PIEMS, Secondary	221					
	Registrar - HS (From PG 3)	221					
5			Hourly		\$21.75	\$26.85	\$31.95
	Reserved for Future Use	226	226 Days		36,866	45,511	54,155

Clerical/Technical Staff

Continued:

6			Hourly		\$23.75	\$29.32	\$34.89
	Admin Asst - Construction Manager	260	187	Days	33,309	41,121	48,933
	Admin Asst - Dept Director	226	226	Days	40,256	49,697	59,139
	Admin Asst - Executive Director	226	260	Days	46,313	57,174	68,036
	Admin Asst- Athletics Director	226					
	Admin Asst- Coordinator	226					
	Admin Asst- Maint. Director	260					
	Admin Asst- Transportation Dispatch	260					
	LVN	187					
	Specialist - Business Services	226					
	Specialist - District PEIMS/SIS	226					
	Specialist - Technology Support	226					
	Technician - Computer	226					
7			Hourly		\$27.75	\$34.26	\$40.77
	Admin Asst- Asst Supt	226	192	Days	39,960	49,334	58,709
	Specialist - Human Resources	226	226	Days	47,036	58,071	69,105
	Specialist - Payroll	226					
	Piano Accompanist	192					
CLASSIFICATION - ADD ON			Hourly Rate				
	Lead Computer Technician				\$3.00		
	Special Education Aide - General Resources				\$0.75		
	Special Education Aide - Self Contained				\$1.00		
	Translation Services				\$0.30		

Auxiliary Staff

TASB Structure Recommendations

Adjust structure to improve market position:

- Range widths are standardized at 47%
- Midpoints are closely aligned above market rates in most cases
- Minimum rates are rounded to \$0.25 increments for simplified recruitment messaging
- Average structure change is 7.8%
- Move Security Monitors from PG 1 to PG 2
- Add Lead Security Monitor to PG 3
- Give bus drivers their own pay grade to maintain the practice of a flat rate

Proposed Increase:

- 1% General Pay Increase from mid-point

Pay Grade	Job Title	Calendars			Minimum	Midpoint	Maximum
1							
			Hourly		\$15.25	\$18.83	\$22.41
	Bus Monitor	179	179	Days	21,838	26,965	32,091
	Food Service Worker	185	185	Days	22,570	27,868	33,167
	Specialist - Warehouse & Delivery	197	197	Days	24,034	29,676	35,318
2							
			Hourly		\$16.25	\$20.06	\$23.87
	Asst Manager - Food Services	188	187	Days	24,310	30,010	35,710
	Custodian	260	188	Days	24,440	30,170	35,900
	Custodian - Athletic Dept	260	260	Days	33,800	41,725	49,650
	Security Monitors (Moved from PG 1)	187					
3							
			Hourly		\$17.25	\$21.30	\$25.35
	Bus Mechanic - Helper	260	187	Days	25,806	31,865	37,924
	Custodian - Lead District	260	188	Days	25,944	32,035	38,126
	Custodian - Lead ES	260	260	Days	35,880	44,304	52,728
	Custodian - Lead HS	260					
	Custodian - Lead MS	260					
	Groundskeeper	260					
	Laundry/Custodian	260					
	Manager - Food Services ES	188					
	Security Monitor - Lead (New)	187					
	Warehouse Asst	260					
4							
			Hourly		\$18.50	\$22.84	\$27.18
	Maintenance - General	260	188	Days	27,824	34,351	40,879
	Manager - Food Services HS	188	260	Days	38,480	47,507	56,534
	Manager - Food Services MS	188					
5							
			Hourly		\$21.50	\$26.54	\$31.58
	Bus Mechanic	260	197	Days	33,884	41,827	49,770
	Locksmith	260	226	Days	38,872	47,984	57,097
	Manager - Groundskeeper	260	260	Days	44,720	55,203	65,686
	Manager - Maintenance	197					
	Manager - Warehouse & Purchasing	260					
	Master Carpenter	260					
	Storeroom Manager - Food Services	226					
6							
			Hourly		\$23.25	\$28.70	\$34.15
	HVAC Mechanic	260	260	Days	48,360	59,696	71,032
	Manager - Custodian	260					
	Plumber	260					

Auxiliary Staff

Continued:

7			Hourly	\$26.00	\$32.10	\$38.20
	Asst Director - Food Services	226	226 Days	47,008	58,037	69,066
	Electrician	260	260 Days	54,080	66,768	79,456
	Senior Safety Manager	226				
BD			Hourly	\$29.50	\$29.50	\$29.50
	Bus Driver	179	179 Days	42,244	42,244	42,244
CLASSIFICATION - ADD ON			Hourly Rate			
	Athletic Custodian			\$0.15		
	Cafeteria Asst. Manager MS & HS			\$0.25		
	Custodian, Night			\$0.25		
	Cafeteria Manager, Elementary			\$0.25		
	Cafeteria Manager, Middle School			\$1.00		
	Cafeteria Manager, High School			\$1.00		
	Integrated Pest Manager (IPM)			\$1.00		
	Lead Custodian			\$0.50		
	Lead Custodian, Dual Assistant			\$0.50		
	Asst. Lead Custodian			\$0.25		
	School Bus Driver Incentive (Included as part of the Hourly Rate)			\$2.80		
	*Critical Shortage Area - HAVAC Plumer			\$1.45		
	*Critical Shortage Area - Electrician			\$1.45		
*Critial Shortage is no longer applicable effective 2024-2025 beginning in July, unless otherwise directed by the Superint.						

HEALTH INSURANCE AND SUPPLEMENTAL PRODUCTS

What's New and What's Changing

2024-2025			2025-2026			RECOMMENDED	Difference compared to prior Year Dispute Rates Increase
ActiveCare Primary			Increase	ActiveCare Primary			
EO	\$	481.00	5.8%	EO	\$	509.00	\$ 156.00
Emp. Spouse	\$	1,299.00	5.9%	Emp. Spouse	\$	1,375.00	\$ 974.00
Emp. Child	\$	818.00	5.9%	Emp. Child	\$	866.00	\$ 493.00
Emp. Family	\$	1,636.00	5.8%	Emp. Family	\$	1,731.00	\$ 1,311.00
ActiveCare HD				ActiveCare HD			
EO	\$	496.00	5.6%	EO	\$	524.00	\$ 171.00
Emp. Spouse	\$	1,340.00	5.6%	Emp. Spouse	\$	1,415.00	\$ 1,015.00
Emp. Child	\$	844.00	5.6%	Emp. Child	\$	891.00	\$ 519.00
Emp. Family	\$	1,687.00	5.6%	Emp. Family	\$	1,782.00	\$ 1,362.00
ActiveCare Primary+				ActiveCare Primary+			
EO	\$	564.00	6.0%	EO	\$	598.00	\$ 239.00
Emp. Spouse	\$	1,467.00	6.0%	Emp. Spouse	\$	1,555.00	\$ 1,142.00
Emp. Child	\$	959.00	6.0%	Emp. Child	\$	1,017.00	\$ 634.00
Emp. Family	\$	1,862.00	6.0%	Emp. Family	\$	1,974.00	\$ 1,537.00



- \$900 Annual Increase
- \$75 Per Month Increase

ONE-TIME PAY INCREASE RECOMMENDATION

One-Time Pay Increase

- ❑ One-Time Non-Reoccurring Expense
- ❑ \$2,500.00 for Eligible Employees
- ❑ Equivalent to 3% pay increase, not including recommended 1% re-occurring pay increase
- ❑ Will be creditable for TRS purposes

Purpose/Background

- Gregory-Portland ISD administration is recommending to approve a one-time pay increase for the 2025-2026 school year.
- This one-time pay increase will be funded through applicable local, state, and federal funding sources as a one-time expenditure.
- It will be creditable for TRS purposes for services rendered and the right to receive it is accrued proportionately as the employee works.

How much is the One-Time Pay Increase and when will employees receive it?

- The District will pay eligible full-time employees a total of \$2,500 for the 2025-2026 school year based on meeting eligibility requirements. The stipend will be divided into two (2) installments. The first \$1,250 installment will be added to the December 2025 paycheck, the second installment will be for \$1,250 and will be added to the May 2026 paycheck. Eligible part-time employees will receive 50% (\$1,250) of the \$2,500 and will also be divided into two (2) installments.

OVERALL COMPENSATION RECOMMENDATION FOR 2025-2026

RECOMMENDATION FOR 2025-2026

				\$75 ADD PER MTH	
HB2 Outlook/District Recommendations		One-Time Pay Increase	Health Insurance	TOTAL INCREASE	
Teachers: 0	\$ 1,000.00	\$ 2,500.00	\$ 900.00	\$	4,400.00
Teachers: 1	\$ 2,000.00	\$ 2,500.00	\$ 900.00	\$	5,400.00
Teacher: 2	\$ 2,250.00	\$ 2,500.00	\$ 900.00	\$	5,650.00
Teachers: 3-4	\$ 2,500.00	\$ 2,500.00	\$ 900.00	\$	5,900.00
Teachers: 5-19	\$ 5,000.00	\$ 2,500.00	\$ 900.00	\$	8,400.00
Teachers: 20-30+	\$ 5,500.00	\$ 2,500.00	\$ 900.00	\$	8,900.00
Paraprofessional/Clerical	1% of mid-point	\$ 2,500.00	\$ 900.00		
Auxiliary	1% of mid-point	\$ 2,500.00	\$ 900.00		
Administrators - Campus	1% of mid-point	\$ 2,500.00	\$ 900.00		
Administrators - Non Campus	1% of mid-point	\$ 2,500.00	\$ 900.00		
Projected Investment	\$ 1,805,538.00	\$ 2,000,000.00	\$ 450,000.00	\$	4,255,538.00

Compensation Handbook

- ☐ Academic Calendar and Pay Dates Updated
- ☐ Salary Schedules were Updated as Presented
- ☐ One-Time Pay Increase Updated as Presented
- ☐ Minor adjustments/changes to the following:
 - ☐ Local Leave Pay Out for Retirees
 - ☐ High School UIL Stipends

