

# Snyder ISD Compensation Increase Summary

Board Handout | Proposed 2026-2027 Compensation Adjustments

**\$190,981**

Cost of the step increase for teacher-scale employees

**\$169,514**

Cost of a 2.5% raise for 172 non-teacher-scale employees

**\$360,495**

Total projected increase across both employee groups

## Overview

The proposed compensation adjustment includes a 2.5% increase for employees not paid on the teacher scale and step increases for employees paid on the teacher scale. The combined projected cost of these adjustments is approximately \$360,495.

## Projected Cost by Employee Group

Employee Group	Employees	Included Positions	Salary Base / Raise Type	Projected Cost
Not on Teacher Scale	172	Hourly/at-will employees; campus-level administrators; district-level administrators	\$6,780,547 current annual salaries <i>2.5% proposed increase</i>	<b>\$169,514</b>
Teacher Scale	164	Employees paid on the teacher salary scale	Step raises	<b>\$190,981</b>
<b>Total Projected Increase</b>	<b>336</b>	<b>All employee groups listed above</b>	<b>Combined projected increase</b>	<b>\$360,495</b>

## Calculation Notes

- 2.5% applies to the \$6,780,547 current annual salary base for employees not on the teacher scale.
- Teacher-scale employees are projected to receive step raises totaling approximately \$190,981.
- The combined projected annual increase is approximately \$360,495.

**Total Projected Compensation Increase: \$360,495**

*Prepared for Board Review*