

# Terrell Independent School District

## Executive Summary Report

Date	District Objective
April 20, 2026	<b>Goal 4:</b> Organizational Efficiency: Develop a resource allocation plan and long-term facilities plan that supports and maintains the financial stability of the district, is aligned with identified priorities, addresses future growth and facility improvement needs, and represents good stewards of taxpayer funds.

**Agenda Item:** Consider All Matters Related to the Recommended 2026-2027 Teacher Salary Schedule, Including a One Time Recruitment and Retention Incentive Stipend Resolution

**Summary:**

A competitive teacher salary schedule has been identified as a District top priority for recruitment and retention. Information will be presented related to the proposed teacher salary schedule for 2026-2027 school/fiscal year.

The district contracted with TASB to conduct a “Pay Systems Maintenance” review and the findings from that study were received in March 2026.

The district is recommending that the Board of Trustees adopt the 2026-2027 teacher salary schedule with the following recommendations:

- 1) Adopt New Hire Salary Schedule (*see attached*) for Teachers as follows:
  - a) Year 0 - \$62,400 (increase of \$2,000 over 25-26 starting pay rate)
  - b) Year 1 / 2 - \$2,100 / \$2,250 increase for returning staff
  - c) Year 3 / 4 - \$2,250 / \$2,500 increase for returning staff
  - d) Year 5 - \$2,500 increase for returning staff
  - e) Year 6+ - \$1,500 increase for returning staff
  
- 2) The Board authorizes and directs the Superintendent to provide a “**one-time**” recruitment and retention payment for current teachers meeting the following requirements:
  - Full-time teacher serving in a Texas Education Agency (TEA) and U.S. Department of Education 2026-2027 approved teacher shortage declared areas; (*see below*)
    - Bilingual
    - Career and Technical Education (Secondary Only)
    - Computer Science / Technology Applications (Secondary Only)
    - English Language Arts and Reading (Secondary Only)
    - Special Education (Self-Contained Only)
  - Fully certified by SBEC in one of the declared areas listed above and eligible for teacher retention allotment (TRA)
  - \$5,000 for all TISD full-time teachers who meet the required declared conditions listed above
  - \$2,000 for all TISD full-time teachers who are fully certified by SBEC in a non-declared position
  - One-half of the incentive will be paid in November 2026 and one-half in May 2027
  - Current employees must be employed on the District payroll as of September 1, 2025, and have indicated their intent to work for Terrell ISD for the entire 2026-2027 school year.
  - Newly hired teachers (*in a shortage declared area*) must be employed on the District payroll as of September 1, 2026, and have indicated their intent to work for Terrell ISD for the entire 2026-2027 school year. A prorated amount shall be calculated for any hires after this date.
  - “Uncertified” DOI teachers are not eligible due to not meeting SBEC certification

**Attachments:**

2026-2027 TASB Recommended Teacher Salary Schedule  
 2026-2027 Resolution for a One Time Recruitment and Retention Incentive Stipend

**Administrative Recommendation:**

It is the recommendation of the Superintendent that the Board of Trustees consider authorizing and approving the 2026-2027 Teacher Salary Schedule, including a One Time Recruitment and Retention Incentive Stipend Resolution as presented to align with HB2 requirements, district objectives, and as proposed by the TASB pay systems maintenance review and findings.

**Budget/Funding**

Board approved and appropriated budgeted funds, general operating budget, grant and title funds