



JUDSON INDEPENDENT SCHOOL DISTRICT

Meeting Date: July 31, 2025

Submitted By: Cecilia Davis

Title: Deputy Superintendent

Agenda Item: Discussion and possible action regarding approval of compensation plan amendment for 25-26 that integrates HB2 legislation.

DISCUSSION/ACTION ITEM

RECOMMENDATION:

It is recommended that the Board of Trustees approve the compensation plan to include the required HB2 Teacher Retention Allotment and Support Staff Retention allotment. A variety of options have been provided for board consideration. Administration requests that the option selected in stated during board motion.

IMPACT/RATIONALE:

House Bill 2 in the 89th legislature includes a Teacher Retention Allotment (TRA) and a Support Staff Retention Allotment (SSRA) to fund salary increases for educators. The TRA provides additional funding based on years of experience for classroom teachers, while the SSRA provides funding for non-administrative support staff. For Judson ISD, a district of more than 5,000 students, TRA provides \$2,500 for teachers with 3-4 years experience and \$5000 for teachers with 5+ years of experience.

BOARD ACTION REQUESTED:

Approval/Disapproval