

HB2 Update

August 13, 2025



Soaring to Excellence

HB2 Implementation Timeline

- FY 2025-2026 - HB2 Implementation begins
- September 2025 – Districts will receive funding based on prior year estimates
- *September 15 – Non-Exempt (hourly) employees will begin receiving board approved compensation
- *September 30 – Exempt (salaried/professional) employees will begin receiving board approved compensation
- March 2026 – Summary of Finance reports will be updated using current year data from the PEIMS Fall Submission
- September 2026 – Funding adjustments will be made based on data from the summer PEIMS collection as part of the near-final settle-up process

*July 1, 2025 – Effective pay date (retroactive pay)

HB2

Teacher Retention Allotment

District Size	Teachers with 3 or 4 Years Experience	Teachers with 5 or more Years Experience
<= 5,000 Enrolled Students	\$4,000	\$8,000
> 5,000 Enrolled Students	\$2,500	\$5,000

HB2

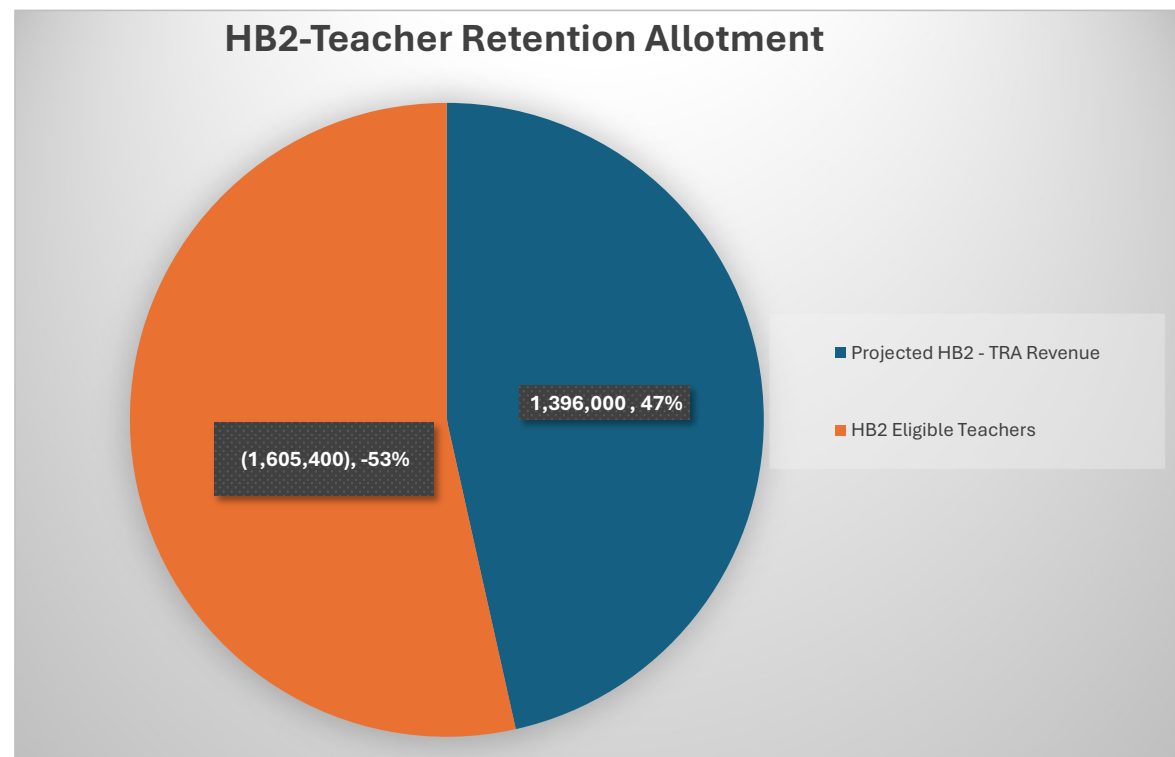
Teacher Retention Allotment

- Increase begins in 2025-2026
- Increase is for classroom teachers only (TEC 5.001) and for teachers with 3 or more years of experience only
- Step increase is not required in addition to retention allotment increase
- TEA will use role code 087
- HB2 Excludes nurses, librarians, counselors or any other non-classroom employees on the teacher pay scale (i.e. SEISD excludes instructional specialists)

HB2

Teacher Retention Allotment

HB2-Teacher Retention Allotment	
Projected HB2 - TRA Revenue	1,396,000
HB2 Eligible Teachers	(1,605,400)
Balance	(209,400)



Note: Information based on projected amounts

Region 19 Data

District		0 Years	1Years	2 Years	0-2 Years	0-2 Years	0-2 Years	Support Staff	Support Staff
YISD					\$500				1.5%
EPISD						\$1000			1.5%
CISD		\$500	\$1000	\$1250				1%	
SEISD					\$500	\$1000	\$2000	TBD	TBD
	SEISD Teachers	1	3	5	9	9	9		
	Total SEISD	0	\$9,750		\$4,500	\$9,000	\$18,000		

Teachers 0-2 Years of Experience

9 Teachers - same increase amount

Fund	Increase of \$500	Increase of \$1,000	Increase of \$1,250	Increase of \$1,500	Increase of \$2,000
199	4,500	9,000	11,250	13,500	18,000
Grand Total with Employer Taxes	5,175	10,350	12,938	15,525	20,700

9 Teachers - Amount based on years of service

Fund	\$500 Increase 0 Yrs (1)	\$1,000 Increase 1 Yr (3)	\$1,250 Increase 2 Yrs (5)	SubTotal
199	500	3,000	6,250	9,750
Grand Total with Employer Taxes	575	3,450	7,188	11,213

Note: Table includes projected amounts

Support Staff Allotment

- ❖ Annual allotment of \$45 for each student in adjusted average daily attendance, not including virtual students
 - ❖ Allowable: Teachers not covered by retention allotment, counselors, nurses, librarians, teaching assistants, administrative assistants, custodians, food service workers, bus drivers, other support staff
 - ❖ Not Allowable: Superintendents, Administrators in a Leadership Role, Assistant Superintendents, Principals, Assistant Principals, Individuals in a Centralized Supervisory Role

Support Staff Allotment

District & Charter Planning Tools

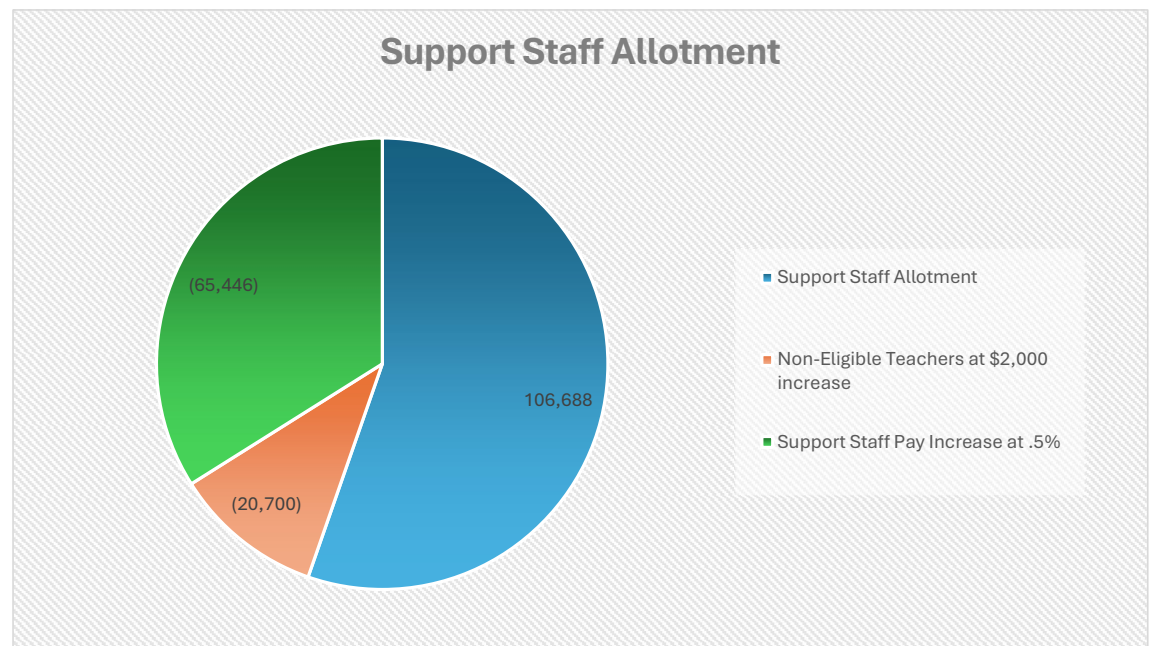
- SY2025-2026 Support Staff Retention Allotment Legislative Estimates

CDN	District_Name	Year	BA	virtual_ada	Sparsity Adjusted Regular Program ADA	Small and mid- sized Allotment	Regular Program Allotment Adjusted for online ADA (regular program ADA-virtual regular program ADA) * BA	Adjusted ADA ((Adjusted reg program allotment+small mid allotment) / BA)	Support Staff Allotment
071904	SAN ELIZARIO ISD	2026	6215	0	2,186.18	\$1,147,745	\$13,587,121	2,370.86	\$106,688

Eligible Employees for Support Staff Allotment

Recommended

Support Staff Allotment	
Support Staff Allotment	106,688
Non-Eligible Teachers at \$2,000 increase	(20,700)
Support Staff Pay Increase at .5%	(65,446)
Balance	20,542

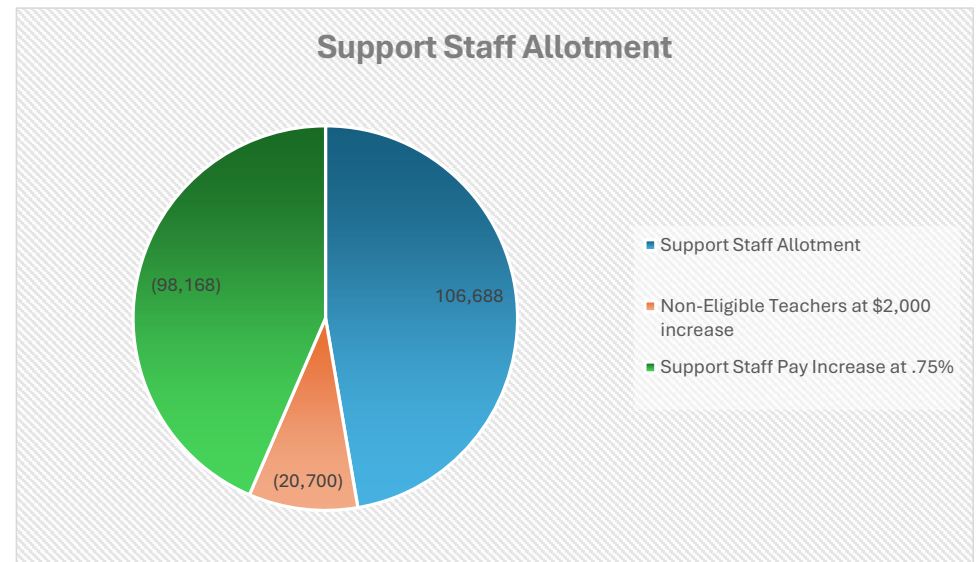


Note: Table includes projected amounts

Eligible Employees for Support Staff Allotment

Not Recommended

Support Staff Allotment	
Support Staff Allotment	106,688
Non-Eligible Teachers at \$2,000 increase	(20,700)
Support Staff Pay Increase at .75%	(98,168)
Balance	(12,180)



Note: Table includes projected amounts

*Additional Increase with Support Staff Allotment

Support Staff Allotment	
Support Staff Allotment	106,688
Non-Eligible Teachers at \$2,000 increase	(20,700)
Support Staff Pay Increase at .5%	(65,446)
Balance	20,542

Recommended

*Support Staff Allotment -continued	
Projected Support Staff Allotment Balance	20,542
25 **SPED Aides - \$622.49 each	(15,562)
8 ***Bus Monitors - \$622.49 each	(4,980)
Balance	0

*Additional increase contingent on final Support Staff Allotment during Spring settle-up.

**SPED Aides and Bus Monitors are positions in high need

Note: Table includes projected amounts

New Allotment for Basic Costs

- Beginning in FY 2026
- \$106 per Enrolled Student
- Uses limited to costs associated with:
 - Transportation
 - Hiring Retired Teachers
 - Providing Health Insurance and Employee Benefits and Payroll Taxes
 - TRS Contributions and Other TRS Costs
 - Utilities
 - Property & Casualty Insurance

Student Enrollment Projections-Historical Data

Enrollment							
	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Average	3624	3403	3192	3207	3136	3007	2933
Percent change		-6.11%	-6.19%	0.47%	-2.23%	-4.10%	-2.48%
					Average decline %		-3.44%

Projected Enrollment 2026	2,832
Allotment for Basic Costs	106
p/enrolled student	
	300,192

Note: Tables include projected amounts

Student Enrollment-1st Week of School

Enrollment as of 7/23/2025	2,705
Allotment for Basic Costs	106
p/enrolled student	
	286,730

Enrollment as of 7/25/2025	2,709
Allotment for Basic Costs	106
p/enrolled student	
	287,154

HB2 Implementation Fiscal Year 2025-2026

- September 2025 – Districts receive funding based on prior year estimates
- *September 15 – Non-Exempt (hourly) employees receive board approved compensation
- *September 30 – Exempt (salaried/professional) employees receive board approved compensation
- March 2026 – Funding updated based on current year PEIMS Fall Submission data
- September 2026 – Funding adjustments based on summer PEIMS collection data for near-final settle-up process

***July 1, 2025 – Effective pay date (retroactive pay)**

0-2 Years Teacher Salary Review by Region

Region 19 Teacher Salary Data 25-26									
District	Ysleta	Socorro	El Paso	Canutillo	Fabens	Anthony	San Elizario	0-2 Years SSRA	New Salary W SSRA
0	\$60,500	\$60,500	\$58,750	\$60,500	No Data	No Data	\$59,000.00	\$2,000.00	\$61,000.00
1	\$60,550	\$61,437.51	\$58,750	\$61,000	No Data	No Data	\$59,049.05	\$2,000.00	\$61,049.05
2	\$60,600	\$61,587.51	\$58,750	\$61,250	No Data	No Data	\$59,100.20	\$2,000.00	\$61,100.20
5	\$65,700	\$65,950.00	\$63,582	\$65,600	No Data	No Data	\$59,731.05	\$8,000.00	\$67,731.05
10	\$66,000	\$67,387.00	\$64,582	\$67,000	No Data	No Data	\$61,501.15	\$8,000.00	\$69,501.15
15	\$68,055	\$69,563.00	\$66,082	\$68,500	No Data	No Data	\$63,207.70	\$8,000.00	\$71,207.70
20	\$70,555	\$71,188.00	\$68,241	\$70,000	No Data	No Data	\$65,562.15	\$8,000.00	\$73,562.15
25	\$73,730	\$73,168.00	\$70,812	\$71,700	No Data	No Data	\$68,442.05	\$8,000.00	\$76,442.05
30	\$76,230	No Data	\$73,481	No Data	No Data	No Data	\$69,096.15	\$8,000.00	\$77,096.15

Places by year Annual Salary	SEISD (155days)	Highest Region (187 Days)	Places by year, Daily	Competing Dist
1	\$393.55	\$323.53	1	Socorro & Ysleta
3	\$393.86	\$328.54	1	Socorro
2	\$394.19	\$329.34	1	Socorro

Regional data as of 7/24/25

Proposed HB2 Allotment Overview by Groups

Employee Type	# of Employees	Amount W Taxes	Covered by State	State Alotment Type
0-2 Years	9	\$20,700	No	None; Will be covered by SSRA
3+ Years	19	\$87,400	Yes-salary only	TRA & district for taxes
5+ Years	165	\$1,518,000.00	Yes-salary only	TRA & district for taxes
Eligible Support Staff	309 Eligible W Hire date	\$65,446	Yes	SSRA
AP/Principals	12	\$0.00	No	None
Non-Eligible Supervisors	5	\$0.00	No	None
Cabinet/Director	8	\$0.00	No	None
Hired after Jan, 7, 2025	17	\$0.00	No	None

Updated Salary Tables

- Teacher
- (non) teacher
- Internal table for support
- Make a note on Salary table for IS to denote the difference in pay from teachers (awareness)
- IS 171 days (9) (3 librarians) 1 nurse 26K at 2K
- 0-2 years only for teachers/not IS
 - Issue is only new IS hire and not current

Proposed HB2 Teacher Pay Scale

*Human Resources Department
2025-2026 New Hire Guide Teacher*

Payment will be made for all years of creditable service as prescribed by the Texas Education Agency. It is the employee's responsibility to provide Service Records from previous education institutions to verify creditable years of Service. (These salaries do not include consideration of other stipends and/or payment for extra duty assignments.) The schedule assumes 155 days of work. Daily amounts are calculated based off of 155 days of work for positions that fall under a different calendar.

NOTE: This schedule is for salary placement for the 2025-2026 school year. Some employees are paid more than the amounts shown here due to stipends or extended work years. This salary schedule applies to the 2025-2026 school year only. Future salaries cannot be predicted from this schedule. New salary schedules are developing each year.
Salary advancement is based on the annual pay raise budget approved by the Board of Trustees.
Step 0-2: Contingent upon Support Staff Retention Allotment (SSRA)
Step 3-over 25: Contingent upon Teacher Retention Allotment (TRA)

Years of Experience	Salary	Teacher Retention Allotment Eligibility	Notes
0	\$59,000.00	\$61,000.00	+ \$2,000
1	\$59,049.05	\$61,049.05	+ \$2,000
2	\$59,100.20	\$61,100.20	+ \$2,000
3	\$59,231.95	\$63,100.20	Prior Year 2 Salary + \$4,000
4	\$59,483.05	\$63,231.95	Prior Year 3 Salary + \$4,000
5	\$59,731.05	\$67,483.05	Prior Year 4 Salary + \$8,000
6	\$59,982.15	\$67,731.05	Prior Year 5 Salary + \$8,000
7	\$60,281.30	\$67,982.15	Prior Year 6 Salary + \$8,000
8	\$61,048.55	\$68,281.30	Prior Year 7 Salary + \$8,000
9	\$61,250.05	\$69,048.55	Prior Year 8 Salary + \$8,000
10	\$61,501.15	\$69,250.05	Prior Year 9 Salary + \$8,000
11	\$61,901.05	\$69,501.15	Prior Year 10 Salary + \$8,000
12	\$62,200.20	\$69,901.05	Prior Year 11 Salary + \$8,000
13	\$62,362.95	\$70,200.20	Prior Year 12 Salary + \$8,000
14	\$62,786.10	\$70,362.95	Prior Year 13 Salary + \$8,000
15	\$63,207.70	\$70,786.10	Prior Year 14 Salary + \$8,000
16	\$63,630.85	\$71,207.70	Prior Year 15 Salary + \$8,000
17	\$64,055.55	\$71,630.85	Prior Year 16 Salary + \$8,000
18	\$64,548.45	\$72,055.55	Prior Year 17 Salary + \$8,000
19	\$65,053.75	\$72,548.45	Prior Year 18 Salary + \$8,000
20	\$65,562.15	\$73,053.75	Prior Year 19 Salary + \$8,000
21	\$66,078.30	\$73,562.15	Prior Year 20 Salary + \$8,000
22	\$66,698.30	\$74,078.30	Prior Year 21 Salary + \$8,000
23	\$67,140.05	\$74,698.30	Prior Year 22 Salary + \$8,000
24	\$67,831.35	\$75,140.05	Prior Year 23 Salary + \$8,000
25	\$68,442.05	\$75,831.35	Prior Year 24 Salary + \$8,000
Over 25	\$69,096.15	\$76,442.05	Prior Year 25 Salary + \$8,000

Years of Experience	Daily
0	\$380.64516
1	\$380.96161
2	\$381.29161
3	\$382.14161
4	\$383.76161
5	\$385.36161
6	\$386.98161
7	\$388.91161
8	\$393.86161
9	\$395.16161
10	\$396.78161
11	\$399.36161
12	\$401.29161
13	\$402.34161
14	\$405.07161
15	\$407.79161
16	\$410.52161
17	\$413.26161
18	\$416.44161
19	\$419.70161
20	\$422.98161
21	\$426.31161
22	\$430.31161
23	\$433.16161
24	\$437.62161
25	\$441.56161
Over 25	\$445.78161

Instructional Specialist, Librarians, & Nurses Pay Scale

Human Resources Department
2025-2026 New Hire Guide Instructional Specialist, Librarians, and Nurses

Payment will be made for all years of creditable service as prescribed by the Texas Education Agency. It is the employee's responsibility to provide Service Records from previous education institutions to verify creditable years of Service. (These salaries do not include consideration of other stipends and/or payment for extra duty assignments.)

Extra Compensation & Benefits

Librarian	\$2,000/YR
Registered Nurse	\$1,200/YR

\$1,200 stipend paid for Master's/Doctorate Degree.

Note: Degree MUST be in subject area of assignment.
Degree must be conferred on an official college/university transcript and will be paid in full only if received prior to beginning of school year.

Stipends are paid for a wide variety of extra/co-curricular activities and district-sponsored staff development and may be viewed at www.seisd.net under the HR tab.

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Salary advancement is based on the annual pay raise budget approved by the Board of Trustees.

Notes:

- A new hire instructional specialist at zero years will enter the SEISD under the compensation of a zero-year teacher.
- Employees on this pay scale are proposed with the 0.5% SSRA allotment as defined by HB2 guidelines.