

# NAVARRO INDEPENDENT SCHOOL DISTRICT

**Subject:** 2024-2025 Compensation Task Force Recommendations

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**Date:** May 19, 2025

**Administrator Responsible/Position:** Paul Neuhoff, David Kauffman

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**A. Purpose of Agenda Item:**

☒ Information Only

☐ Action Needed

☐ Receive Input

**B. Authority for This Action:**

☐ Local Policy

☐ Law or Rule

☒ N/A

**C. Priority, Goal, or Need Addressed:**

☐ Strategic Plan

☐ District/Campus  
Improvement  
Plan

☒ Other

**Priorities**

☒ **Priority 1:** Recruiting, Hiring, Coaching, and Retaining High Quality Teachers and Staff to Support Student Outcomes.

☐ **Priority 2:** Maximizing Academic Performance.

☐ **Priority 3:** Maximizing Co-Curricular and Extra-Curricular Opportunities, Performance, and Engagement.

☐ **Priority 4:** Planning, Preparing, and Maintaining Facilities and Environments for Learning.

☐ **Priority 5:** Obtaining and Maintaining Top Rated District Recognition

**Board Goals for 2023-2028**

☐ **Goal 1\*:** The percent of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 49% to 60% by June 2024, 65% for 2024-2025, 70% for 2025-2026, 75% for 2026-2027, 80% for 2027-2028. **(HB3 Required Goal)**

☐ **Goal 2\*:** Increased overall student performance in mathematics to 85% Meets Standard by 2028. The percent of 3rd grade students that score meets grade level or above on STAAR Math will increase from 53% to 65% by June 2024, 70% for 2024-2025, 75% for 2025-2026, 80% for 2026-2027, 85% for 2027-2028. **(HB3 Required Goal)**

☐ **Goal 3\*:** The percentage of graduates that meet the criteria for CCMR will increase from 72% to 88% by August 2024 and increase to 95% by 2028. **(HB3 Required Goal)**

**D.**

**Summary:** The Compensation Committee recommends a 4% of midpoint/mid-scale salary increase for all employees, with the exception of a 6% at midpoint increase for classroom paraprofessionals (instructional aides) for the 2025-26 School Year, and an increase to the district contribution to health insurance to maintain the current percentage. Prior to board approval,

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the recommendation will be adjusted to reflect new legislation and changes to school funding formulas.

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**Background  
Information:**

The 2024–2025 Compensation Task Force included two board members, teachers, administrators, instructional aides, and other support staff. The group met four times throughout the year.

Topics discussed included the following:

- School Finance (Funding sources)
- Proposed legislation
- Review of current salary scales and comparison to other districts.
- Review of stipends and other compensation costs
- Review options for changes to salary scales and estimated costs

Due to potential legislative impact on finalizing any salary scales, the committee is providing a preliminary proposal , but recommending that the board wait to adopt 2025-2026 salary scales until the June board meeting, pending a final recommendation that reflects the impact of new legislation.

Based on the review of data and discussions about priorities, the committee makes the following recommendations given the current budget projections before any legislative impact:

- Classroom Para-Professional Staff 6% of the Midpoint
- Non Professional Staff 4% of Midpoint
  - Food Service Staff
  - Custodial Staff
  - Maintenance Staff
  - Bus Drivers
  - Bus Monitors
  - Office & Technology Staff

Professional Staff 4% of Midpoint

Teachers 4% of Mid Scale

- Increase to District Contribution to the cost of Health Insurance to maintain current Percentage level of District Contribution.
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**E. Comments Received:**

☒ LT

☐ DEIC

☐ Other

All agenda items are reviewed by the Superintendent's Leadership Team.

**F. Administrative Recommendation:** **That the Board reviews the recommendation but defer action until the June board meeting.**

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**G. Fiscal Impact and Cost:** **Amount:** N/A  
☐ Budget ☐ Grant/Special Funds ☐ Other  
☐ Bond

**H. Exhibits:** **Slides**

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**I. Action:** **None**

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Motion by: \_\_\_\_\_ second by: \_\_\_\_\_

FOR: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson  
AGAINST: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson  
ABSTAIN: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson  
MOTION CARRIED/DENIED/POSTPONED