



## Decatur Independent School District

### Board of Trustees Agenda Item

**To:** Board of Trustees  
**From:** Taylor Williams  
**Subject:** 2025-2026 Proposed Compensation Plan  
**Meeting Date:** July-14-2025  
**Type of Item:** ☐ Information ☐ Presentation ☐ Consent Agenda ☒ Discussion ☐ Action  
**Supporting Documents:** ☒ Yes ☐ No

---

#### Background Information and Rationale:

Revenue from HB 2 is still not fully determined by TEA and there are many aspects of the new legislation that are still being considered.

However, the District can estimate the cost based on our end-of-semester employee counts.

The District is proposing the following compensation plan for 2025-2026:

#### Teacher Scale

Step 0, Step 1, Step 2	Add \$2,000 to each 2024-2025 step
Step 3, Step 4	Each eligible employee moving from Step 2 to Step 3 will see a total salary (not step) increase of \$4,000 Each eligible employee moving from Step 3 to Step 4 will see a total salary (not step) increase of \$4,000

#### Teacher Scale

Step 5, Steps 5+	Each eligible employee moving from Step 4 to Step 5 will see a total salary (not step) increase of \$8,000 Each eligible employee moving from Step 5 or above to the next step will see a total salary (not step) increase of \$8,000
------------------	--

Auxiliary Staff (AUX/AIS/BD Scales)	Increase of 3% of the 2024-2025 midpoint scale for employee days/classification
--	--

Administrative Staff (AP Scales)	Increase of 2% of the 2024-2025 midpoint scale for employee days/classification
-------------------------------------	--

DISD Monthly/Annual Medical Contribution	\$407/\$4,884
---	---------------

2025-2026 Longevity Program	\$100 starting / \$1,000 26 Years +
--------------------------------	-------------------------------------



## Decatur Independent School District

### Board of Trustees Agenda Item

Board members should note:

- (1) The summary page proposed (but not up for adoption on July 14, 2025) DOES include the extension of the longevity program.

The Administration is not proposing contributing more towards the monthly medical because the the Administration believes that DISD contributes more then many districts to date and matching medical year after year draws dollars that may otherwise be directed towards salaries.

In 2024-2025 the District paid 391.88 monthly towards the lowest single-employee plan such that the employee paid \$0. The District paid \$407 monthly towards two other plans. If the District were to increase the monthly medical contribution such that the amount contributed towards the single employee rate would not change, the total additional cost would be approximately \$250,000.

The cost of the longevity program is approximately \$220,000 annually. Continuing the longevity program is recommended for 2025-2026.

#### **Support of Strategic Goals:**

Goal 4 – DISD manages funds and resources responsibly and transparently to maximize return on the community investment.

#### **Fiscal Implication:**

The exact costs will of course depend on the final census of staff hired at any step. Furthermore, the allotment(s) to pay for salary increases has not been fully provided by TEA. However, we can estimate the following:

(A)	Administrative estimate of salary increases without benefits:	\$95,000
(B)	Auxiliary Staff estimate of salary increases without benefits:	\$185,000
(C)	Teacher scale estimate of salary increases without benefits:	\$1.6 M

Board members should note that for teachers and administrators there may be as much as approximately 10% of benefits required that does not appear to be supported by the allotments.

#### **Administrative Recommendation:**

Discussion Only

#### **Contact Person(s)**

Respectfully submitted,

*Gary Micinski*

*Taylor Williams*

Taylor Williams  
Superintendent

Gary Micinski  
Interim CFO