

Midway Independent School District

Action: Consent Agenda:
Presentation: X Information:
Supporting Documents: X Date for Consideration: April 15, 2025



Subject: Compensation Plan and 89th Legislative Session

MISD Board of Trustees: April 15, 2025

Agenda Item – 7E

Background Information

We are in a unique and ever-changing hiring climate making recruitment and retention efforts vital to serving our students. District Goal #2 addresses these efforts with a deeper focus related to ensuring staff are qualified through appropriate certification and professional learning.

To remain competitive with our pay structures compared to surrounding districts and similar markets, we partner with the Texas Association of School Boards (TASB) to conduct a Pay Systems Review annually. The results of this review were shared at the Team of 8 workshop on April 3, 2025. Due to the various bills currently under discussion in the 89th Legislative Session, we are not yet able to present a Compensation Plan for consideration. We do, however, want to provide an overview of TASB's findings as well as a summary of possible legislative impacts on compensation scenarios for future consideration.

Fiscal implications

None

Administration Recommendation

Consideration Item 8A8

Contact Person

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