



NORTH EAST INDEPENDENT SCHOOL DISTRICT

Date: June 16, 2025

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Human Resources

Subject: Proposed Compensation
Plan for 2025-2026

Related Page(s): Pay Scales 2025-2026
Retention Supplement Resolution

ACTION ITEM

BACKGROUND INFORMATION

It is the goal of the North East Independent School District to maintain a pay system that allows the District to continue to recruit and retain quality personnel.

ADMINISTRATIVE CONSIDERATION

District Administration recommends the following Compensation Plan for the 2025-2026 School Year, which includes:

Classroom Teacher Pay Scales (based on a 10-month assignment):

- Texas Education Code § 5.001 defines “classroom teacher” as an educator who is employed by a school district and who, not less than an average of four hours each day, teaches in an academic instructional setting or a career and technology instructional setting
- Increase the starting salary for classroom teachers with 0 years of experience to \$57,500
- Place new-to-district classroom teachers with 25+ years of experience at the new maximum of \$70,700
- In accordance with House Bill 2, for returning classroom teachers who have earned a creditable year, grant the following pay increases:
 - 1 year of creditable experience = \$1,000 annually
 - 2 years of creditable experience = \$1,500 annually
 - 3-4 years of creditable experience = \$2,500 annually
 - 5+ years of creditable experience = \$5,000 annually
- Any employee paid on the teacher pay scale who does not meet the above definition of a classroom teacher, grant a 1.0% general pay increase equaling \$615 annually

Professional/Administrative (A, CS, E, PS and T) Pay Scales:

- Adjust the professional/administrative pay scale ranges (minimum, midpoint and maximum) to better align with current market for similar positions in Bexar County school districts
- For eligible professional/administrative employees, grant a 1.0% general pay increase based on the midpoint of the new 2025-2026 pay scales with additional targeted adjustments for nurses
- For returning professional/administrative employees who do not earn a year of credit, grant a scale adjustment increase based on the midpoint of the new 2025-2026 pay scales

Classified (C, I, O, PS, D, CO, F and T) Pay Scales:

- Adjust the classified pay scale ranges (minimum, midpoint and maximum) to better align with current market for similar positions in Bexar County school districts

- For eligible classified employees, grant a 1.0% general pay increase based on the midpoint of the new 2025-2026 pay scales with additional targeted adjustments for specific positions, including but not limited to bus drivers, custodians, special education assistants, instructional assistants and police officers
- For returning classified employees who do not earn a year of credit, grant a scale adjustment increase based on the midpoint of the new 2025-2026 pay scales

Retention Supplement

The administration of NEISD has determined funding is available to provide a one-time retention supplement for the first semester of the 2025-2026 school year to employees who are eligible for the 1.0% general pay increase. Classroom teachers and employees receiving greater than a 1.0% general pay increase will not be eligible for the retention supplement. This supplement is outside any employment contract and only applies to the first semester of the 2025-2026 school year as explained above.

In order to qualify, employees must have a hire date on or before October 1, 2025. If implemented, qualified employees will receive a supplement in accordance with the terms outlined in the attached resolution. The implemented supplement will be paid in November 2025 and will be conditioned upon the qualified employee being employed through the last day of the 2025 fall semester in good standing.

The Kid's Involvement Network (KIN) assistants are regularly scheduled to work on all instructional school days and are eligible to earn retirement benefits through the Teacher Retirement System of Texas; therefore, they are deemed eligible for the supplement. However, all other temporary and substitute employees are ineligible for the supplement.

Teacher Incentive Allotment

In accordance with the Teacher Incentive Allotment (TIA) approved under House Bill 3, State of Texas 86th Legislative Session, our District receives additional state funding for each designated teacher employed. For any funds received by North East ISD for a designated teacher under the TIA, 90% percent of the allotment will be spent on teacher compensation and other student instructional staff at the campus where the designated teacher works. The remaining 10% percent will be used for costs as permitted by the Texas Education Agency. Should our District receive funding for a designated teacher who resigns or retires, our District will forward payment to the resigned or retired teacher if the designated teacher fulfills his/her work schedule for the 2025-2026 school year. Such funds are not part of any employment contract.

The Board of Trustees may adjust the compensation reflected in this portion of the plan as necessary to utilize funds available under the TIA which were not known at the time this plan was initially adopted. Distribution of the TIA funds will comply with state law and Texas Education Agency guidance, as currently written or as hereafter may be amended by the Texas Education Agency.

BUDGETARY CONSIDERATION

The proposed Compensation Plan serves to provide eligible employees as described herein with a salary increase, to provide a one-time retention supplement in November, and to utilize possible Teacher Incentive Allotment funds received for the 2025-2026 school year. This proposal and its impact to the budget have been discussed in detail during the budget presentations.

ADMINISTRATIVE RECOMMENDATION

It is recommended that the Board of Trustees approve the Compensation Plan for the 2025-2026 school year.

BOARD ACTION REQUIRED

Approval/Disapproval