

McKinney Independent School District
#1 Duvall Street, McKinney, Texas 75069

To: Board of Trustees
From: Shawn Pratt, Superintendent
Subject: 2025-2026 Compensation Plan
Date: June 23, 2025

The 89th Texas legislative session concluded on June 2, 2025, passing, among others, House Bill 2 (HB2) which directly impacts staff salaries. Specifically, HB2 includes funding for classroom teachers that have three to four years of experience and those with five or more years of experience. For classroom teachers who have completed three creditable years of service, their base salaries for 2025-2026 must be \$2,500 higher than the 2024-2025 base salary of teachers who have completed two years of creditable service. Classroom teachers with four years of creditable service in 2025-2026 must have a base salary \$2,500 higher than the 2024-2025 base salary for three years of creditable service. Classroom teachers with five or more years of creditable service in 2025-2026 must have a base salary \$5,000 higher than the 2024-2025 base salary. These requirements are illustrated in the following table.

HB2 Required Classroom Teacher Only Pay Scale Adjustment

| Completed Creditable Years of Service | 2024-2025 | 2025-2026 |
|--|-----------|-----------|
| 0 | \$62,100 | |
| 1 | \$62,400 | |
| 2 | \$62,700 | |
| 3 | \$63,000 | \$65,200 |
| 4 | \$63,300 | \$65,500 |
| 5 | \$63,600 | \$68,300 |
| 6 | \$63,900 | \$68,600 |

In addition, HB2 added a new support staff retention allotment of \$45 per adjusted ADA for non-teachers and non-administrators estimated at \$950,000. The MISD administration calculates this would equate to approximately a 2% pay increase for eligible staff.

The MISD Administration is proposing the following 2025-2026 compensation increase options.

Option A:

- \$2,500 for classroom teachers with 3 and 4 years of creditable service
- \$5,000 for classroom teachers with 5 or more years of creditable service
- Approximately, 2% of mid-point for all other non-administrator employees
- Starting Teacher pay \$63,000

Estimated Cost: \$8,620,091

Option B:

- \$2,500 for classroom teachers with 3 and 4 years of creditable service
- \$5,000 for classroom teachers with 5 or more years of creditable service
- 2.5% of mid-point for all other non-administrator employees
- 2% of mid-point for all administrator employees
- Starting Teacher pay \$63,000

Estimated Cost: \$9,280,290

Option C:

- \$2,500 for classroom teachers with 3 and 4 years of creditable service
- \$5,000 for classroom teachers with 5 or more years of creditable service
- 4% of mid-point for paraprofessionals, auxiliary, and maintenance employees
- 3% of mid-point for all non-hourly employees
- Starting Teacher pay \$63,500

Estimated Cost: \$9,940,608

Impact Statement:

Estimated Costs

Option A: \$8,620,091

Option B: \$9,280,290

Option C: \$9,940,608

It is recommended: The MISD Board of Trustees ratify a compensation increase option structure to be adopted in a budget amendment projected for August 2025.

Resource Person(s): Alana Chisum & Dr. Dennis Womack

Respectfully submitted,

Shawn Pratt
Superintendent

Alana Chisum & Dr. Dennis Womack
Assistant Superintendent