

# Action Sheet

**MEETING DATE:**

**November 19, 2025**

**AGENDA ITEM:**

**Discuss and consider retention pay for nurses who did not qualify for Teacher Retention Allotment passed by State Legislature in 2025.**

HB2 passed \$2500 raises to teachers with 3-4 years of experience and \$5000 raises to teachers with 5+ years of experience in districts with more than 5,000 students. Nurses' salaries were previously tied to the teacher pay scale; this changed when HB2 restricted funding for these pay raises to teachers.

**RECOMMENDATION:**

**I move the Board pay a one-time retention incentive, divided into two installments, to nurses in GISD based on the difference in their pay raise between FY2025 and FY2026 and the rate they would have been paid had they remained on the teacher pay scale.**

A handwritten signature in blue ink that reads "Matthew Neighbors".

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Matthew Neighbors Ed. D.  
Superintendent