

**BOARD OF TRUSTEES
JARRELL INDEPENDENT SCHOOL DISTRICT
JARRELL, TEXAS**

Date: June 18, 2025

Reported by: Bob Mabry

Subject: Review and possible adoption of the 2025-2026 Jarrell ISD Compensation plan.

Discussion/Action

Background Information:

Jarrell ISD administration recommends the adoption of the 2025–2026 Compensation Plan, which reflects a proposed 3% general pay increase for returning staff except teachers with three or more years of experience..The plan incorporates the teacher retention allotment mandated by House Bill 2. Returning teachers with three to four years of experience will receive a \$4000 allotment, and teachers with five or more years of experience will receive an \$8,000 allotment.

The finalized compensation plan, excluding stipends, will be published on the district website.

Item Addressed:

The plan provides information on salaries for staff for next year, with a three percent pay increase to improve market competitiveness. The updated salary scales will also provide information for new hires.

Medical insurance contribution will remain the same at \$445/month.

Strategic Goal:

3.2 Develop resources and processes to grow all employees personally and professionally.

3.2.1 Develop incentive programs that encourage and recognize employees to grow professionally.

3.2.2 Define and promote a district culture that assists staff recruitment, retention, and development.

Budget Impact:

Estimated \$300,000

Recommended Action:

Staff recommends the adoption of the proposed 2025-2026 Jarrell ISD Compensation plan.

Suggested motion:

I move the Board of Trustees to adopt the 2025-2026 Jarrell ISD Compensation plan.