



BOARD ACTION ITEM APPROVAL FORM

DATE: August 7, 2025

SUBJECT: 2025-2026 Compensation Manual

BACKGROUND: Each year, the Board shall receive a comprehensive proposal for a district-wide compensation plan covering all personnel. This plan may include wage and salary frameworks, stipends, benefits, and incentive programs. Its principal purpose is to support the district's objectives of attracting and retaining highly qualified employees.

In June 2025, the Board approved a general 3% compensation increase. It was noted that further adjustments would return to the Board for consideration once the school finance legislation enacted during the 89th Regular Legislative Session—particularly House Bill 2—was finalized.

Under House Bill 2, the state established a Teacher Retention Allotment (TRA) awarding permanent base salary increases based on years of service and district size.

The law also introduced a Support Staff Retention Allotment (SSRA), providing districts \$45 per student (based on adjusted daily attendance) to support non-administrative personnel such as paraprofessionals, custodians, food-service workers, bus drivers, and others.

These TRA funds are required to be allocated as salary increases (not one-time bonuses) and applied to eligible classroom teachers regardless of the funding source.

ADMINISTRATIVE CONSIDERATION: To ensure compliance with HB2, updates to the previously adopted compensation manual were presented to the Board, including adjustments to the teacher salary schedules. These updates reflect the TRA provisions, which require a \$4,000 salary increase for teachers with three to four years of experience and an \$8,000 salary increase for those with five or more years of experience in districts with fewer than 5,000 students.

BUDGET IMPLICATIONS: \$148,777 which was already allocated by the 3% Board approved increase.

RECOMMENDATION: That the Texans Can Academies Board of Trustees approves the recommended 2025-2026 Compensation Plan update.

SUBMITTED BY: 
Mia D. Stroy, Chief Human Resources Officer

APPROVED BY: 
James Ponce, EdD, Superintendent

ATTACHMENTS:
2025-2026 Compensation Plan Update