

Abilene ISD
Model 5

Summary of Cost Estimates, 2025-2026

2% GPI for AP, 4% GPI for other pay groups

	Total Staff	Count of Increases	Cost Increase	Percent of Current Costs	2024-2025 Current Costs
Teachers					
\$51,500 starting salary	985		\$3,896,178		\$55,256,037
Teacher retention allotment - HB2 Funded		838	\$3,817,758	6.9%	
Other adjustments (unfunded cost)		155	\$78,420	0.1%	
Administrative Professional	358		\$703,854		\$26,026,711
^{1c} General pay increase - 2.0% of pay range midpoint		354	\$554,881	2.1%	
General pay increase - 2.0% to employees over range max		4	\$6,628	0.0%	
Adjustments - 1.0% above pay range minimum		15	\$36,709	0.1%	
Adjustments - upgrade		42	\$105,636	0.4%	
Information Technology	31		\$83,579		\$1,904,535
^{1c} General pay increase - 4.0% of pay range midpoint		30	\$79,021	4.1%	
General pay increase - 4.0% to employees over range max		1	\$2,809	0.1%	
Adjustments - strategic		2	\$1,749	0.1%	
Clerical Paraprofessional	505		\$570,796		\$13,131,926
^{1c} General pay increase - 4.0% of pay range midpoint		477	\$542,401	4.1%	
General pay increase - 4.0% to employees over range max		28	\$22,361	0.2%	
Adjustments - 1.0% above pay range minimum		1	\$2,381	0.0%	
Adjustments - upgrade		3	\$3,653	0.0%	
Auxiliary	488		\$501,265		\$11,754,538
^{1c} General pay increase - 4.0% of pay range midpoint		450	\$479,720	4.1%	
General pay increase - 4.0% to employees over range max		38	\$19,847	0.2%	
Adjustments - 1.0% above pay range minimum		1	\$676	0.0%	
Adjustments - upgrade		1	\$1,022	0.0%	
Subtotal - General Pay Increase		1,382	\$1,707,668	1.6%	
Subtotal - Teacher retention allotment		838	\$3,817,758	3.5%	
Subtotal - Implementation/Equity Adjustments		220	\$230,246	0.2%	
Total Cost Estimate	2,367		\$5,755,672	5.3%	\$108,073,747

Footnotes:
^{1c} Pay increases were applied to all employees and itemized separately for employees at or above the maximum rate.