



Action Item

Date: May 11, 2026

Division: Superintendent

Subject: Salary Raises

Background Information:

- The 89th legislative session concluded on June 2, 2025, in Austin. Among many bills that were passed throughout the legislative session, the most notable one was HB2, which directly impacted teacher salaries.
- Specific highlights from HB2 include funding for teachers with 3 and 4 years of experience in the amount of \$2500 and teachers with 5 or more years of experience in the amount of \$5000. It also allows for support staff funding in the amount of \$45 per ADA for staff that are not administrators. This equates to about \$1.6M for LISD.
- It is important to note that HB 2 did not provide additional salary increases for Teacher Retention Allotment (TRA) in the 2nd year of the biennium. Employees who were eligible for Teacher Retention Allotment or received the district funded non-instructional professional equity adjustment to bring them equal to the TRA amounts received approximately a 6% of the midpoint raise in one year. Whereas, all of other employees received a 3% of the midpoint raise. Providing another 3% of the midpoint raise brings salary raises to around the percentage of the midpoint that TRA accomplished in one year.

Administrative Consideration:

- The 2026-27 compensation plan is proposed to include the following salary raises:
 - 3% raise from the midpoint for all staff that are not included in the Teacher Retention Allotment (TRA)
 - TRA Eligible Classroom Teachers and District Funded Non-Instructional Professionals
 - Years 1,2, and 4 receive 3% of the midpoint raise (\$2,100). In order for FY 26 Year 4 teacher who earned TRA in the 2025-26 school year as a year 3 teacher to not make less than a FY 27 Year 3 Teacher they need to receive a 3% of the midpoint increase.
 - Year 3 teachers are now eligible for TRA and would receive increase according to that amount determined by HB 2.
 - Years 10-15 receive \$500 increase
 - Years 16-19 receive \$1,000 increase
 - Years 20+ receive 1,500 increase
 - New Hire Starting Salary: \$64,250
- The total district cost for these compensation salary raises is \$7.6M.
- HB 2 does not provide enough funding to cover the amount that it will take to provide raises for all staff.

- Due to budget reductions and school retirements made over the past couple of years the district is able to consider raises for all staff.

Timeline/Report:

- Upon approval this increase will be communicated as part of the 2026-27 compensation increases.