



Information Item

Date: June 9, 2025

Division: Superintendent

Subject: 2025-26 Compensation and Benefits Plan Update

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.
- The compensation considerations discussed tonight include:
 - 3% raise from the midpoint for all staff
 - Increased substitute pay rates
- The TRS Board approved Active Care rate increases during their June 3, 2025, Board Meeting.

Administrative Consideration:

- 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 made over the past couple of years and planned budget reductions for the 2025-26 school year, the district is able to consider raises for all staff and adopt a forecasted single digit deficit for the FY 26 budget.
- Consider the compensation considerations as proposed by staff.
- Review the TRS rate increases along with the raises proposed by administration and the net impact for staff.