

BRAZOSPORT INDEPENDENT SCHOOL DISTRICT

Regular Meeting of the Board of Trustees

June 15, 2026



BOARD: Action

SUBJECT: Employee Compensation Plan for 2026-2027

BOARD POLICY: DEAB (Legal)

DISTRICT GOAL: BISD will recruit, develop, and retain highly effective staff

FISCAL NOTE: \$2,082,728 from General Funds

Background Information:

- Brazosport ISD contracts with TASB to conduct annual maintenance or full reviews of the District’s Compensation Plan.
- The purpose of this review is to evaluate the market value of existing positions and align accordingly to allow for increased quality recruitment and retention.
- Administration will remain committed to recognizing employee performance through competitive pay structures in alignment with available resources and budgetary priorities.
- Model presented for consideration: 1.5% GPI with updated teacher scale, along with an increase to the district's benefit contribution.

Administrative Considerations:

- Brazosport ISD Administration recommends the following adjustments to the compensation plan: Teacher Pay Scale with 1.5% GPI from market median, a 1.5% General Pay Increase at midpoint for all other staff, and a \$50 increase to the district's benefit contribution.
- Brazosport ISD Administration recommends that the Board of Trustees approve the Compensation Plan as presented.

Communication Deployment:

- Board Meeting Minutes
- Human Resource Department

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Our Vision: Brazosport ISD ... Setting the Standard for Educational Excellence

Respectfully submitted,

Jennifer Nabors
Chief Human Resources Officer