



## Discussion Item

**Date:** March 3, 2025

**Division:** Finance

**Subject:** Budget / Compensation Plan

**Background Information:**

- The District is in the initial stages of planning for the 2025-26 budget. Revenue parameters drive compensation considerations.
- The 89<sup>th</sup> Texas Legislative Session is underway in Austin. With a \$24 Billion surplus, there is some discussion around an increase to funding. However, the unknown outcome of an increase in school funding adds complexity to the District's budget planning cycle.
- Discuss compensation considerations for the 2025-26 school year to narrow the District's plan.

**Administrative Consideration:**

- Recognizing the teacher shortage and the competitive market that exists, Administration believes the compensation plan discussions being held early in the spring are a key strategy in LISD's recruitment and retention of staff.
- Discuss the next steps in preparing for the 2025-26 budget.