

SUBJECT: Consideration and possible approval of the Salary Book for the 2025-2026 school year.

BACKGROUND: The proposed Salary Book for 2025-2026 includes the adopted salary schedules that include a 2% of midpoint salary increase for employees not covered under the T07/T08 increases required by HB2. T07/T08 rates include:

- \$1,500 for one to two years of experience (Steps 1-3)
- \$2,500 for three and four years of experience (Steps 4-5)
- \$5,000 for five or more years of experience (Steps 6+)

The Salary Book for the 2025-2026 school year includes detailed information pertaining to the various positions associated with the different pay grades and includes the various hiring schedules for each pay grade. It also includes the employee supplements, and the one-time extra duty pay rates.

The Salary Book will be published on the PISD web site to give access to all PISD employees.

FINANCIAL IMPLICATIONS: The salary schedules, supplements, and pay rates in the Salary Book are included in the proposed budget for 2025-2026.

RECOMMENDATION: We recommend approval of the salary book for the 2025-2026 school year.

CABINET MEMBER: Bobbye McCain
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BOARD MEETING DATE: August 26, 2025