

BOARD MEETING DATE:	6/16/2025
AGENDA ITEM:	25-26 Compensation Plan
AGENDA LOCATION:	Action ▾
PRESENTER TITLE & NAME:	Chris Daniel
DEPARTMENT:	Staff and Student Services



BACKGROUND INFORMATION

During this [month's budget workshop](#), we initiated discussions around the development of a compensation plan, while also working to interpret the language of House Bill 2, particularly the definition of a “classroom teacher” and other staff whose salaries are tied to the Teacher Pay Scale. Based on our current understanding of HB2, the following compensation plan is being recommended:

Teachers and Staff on the Teacher Pay Scale

- 0–2 years of experience: \$2,100 increase
- 3–5 years of experience: \$2,500 increase
- More than 5 years of experience: \$5,000 increase

All Other Staff

- 3.5% of the midpoint for the pay range

BUDGETARY IMPACT & FUNDING SOURCE

Not to exceed \$2,500,000

ADMINISTRATION RECOMMENDATION

The administration recommends adopting the 25-26 compensation plan outline below:

- For teachers with 0-2 years of experience, an increase of \$2,100
- For teachers with 3-4 years of experience, an increase of \$2,500
- For teachers with 5 or more years of experience, an increase of \$5,000
- The starting pay rate for teachers will be \$61,400 (current rate plus \$2100?) or XX,XXX? (current rate plus \$2100?)
- For all other staff, 3.5% of the midpoint for the pay range

The Board of Trustees acknowledges that pending full interpretation and implementation of HB2, as recently signed by the Governor, adjusts the quantity of teachers qualifying as "classroom teacher" by a definition provided by the Texas Education Agency. The Board intends that staff salaries may be retroactively adjusted as necessary to maintain compliance with the requirements of legislation as passed by the 89th Texas Legislature and its subsequent interpretations by appropriate authoritative bodies, which were not known at the time of budget adoption. The amounts proposed above are based on approval of funding provided by the 89th Texas Legislature.

MOTION

A motion might be, "I approve the 25-26 compensation plan as presented."