



Action Item

Date: February 9, 2026

Division: Superintendent

Subject: HB 2 Para to Professional Service Year Credit Compensation Adjustment

Background Information:

- Additional HB 2 item to address: Paras /certified subs who received service year credit, but TEA is not counting that towards classroom years of experience so they do not qualify for the raise for the Teacher Retention Allotment (TRA) that staff thought they were getting when compensation letters were sent to staff prior to the start of the school year.
- The rules for TRA came out after compensation had to be determined for this school year.

Administrative Consideration:

- The cost to let staff impacted by this maintain the raise amount for this school year based on TRA amounts, but no longer funded by the legislature created TRA is estimated to be \$725,000.
- Staff will ensure that if raises are passed for FY 27 people who have received this increase would not receive it again when they cross the thresholds. .

Recommendations:

- Approve recommendation to implement HB 2 Para to Professional Service Year Credit Compensation Adjustment.

Timeline/Report:

- Upon approval Human Resources will begin the process to notify personnel, adjust salaries for the current 2025-26 school year.