

# NAVARRO INDEPENDENT SCHOOL DISTRICT

**Subject:** 2025-2026 Compensation Recommendations

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**Date:** June 16, 2025

**Administrator Responsible/Position:** Paul Neuhoﬀ, David Kauffman

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**A. Purpose of Agenda Item:**

☐ Information Only

☒ Action Needed

☐ Receive Input

**B. Authority for This Action:**

☐ Local Policy

☐ Law or Rule

☒ N/A

**C. Priority, Goal, or Need Addressed:**

☒ Strategic Plan

☐ District/Campus  
Improvement  
Plan

☒ Other

**Priorities**

☒ **Priority 1:** Recruiting, Hiring, Coaching, and Retaining High Quality Teachers and Staff to Support Student Outcomes.

☐ **Priority 2:** Maximizing Academic Performance.

☐ **Priority 3:** Maximizing Co-Curricular and Extra-Curricular Opportunities, Performance, and Engagement.

☐ **Priority 4:** Planning, Preparing, and Maintaining Facilities and Environments for Learning.

☐ **Priority 5:** Obtaining and Maintaining Top Rated District Recognition

**Board Goals for 2023-2028**

☐ **Goal 1\*:** The percent of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 49% to 60% by June 2024, 65% for 2024-2025, 70% for 2025-2026, 75% for 2026-2027, 80% for 2027-2028. **(HB3 Required Goal)**

☐ **Goal 2\*:** Increased overall student performance in mathematics to 85% Meets Standard by 2028. The percent of 3rd grade students that score meets grade level or above on STAAR Math will increase from 53% to 65% by June 2024, 70% for 2024-2025, 75% for 2025-2026, 80% for 2026-2027, 85% for 2027-2028. **(HB3 Required Goal)**

☐ **Goal 3\*:** The percentage of graduates that meet the criteria for CCMR will increase from 72% to 88% by August 2024 and increase to 95% by 2028. **(HB3 Required Goal)**

**D.**

**Summary:** The recommended 2025-2026 pay scales provide all returning full-time employees with pay raises that are greater than those required and funded by the state. The proposed pay scales are based on:

- recommendations of the Navarro ISD Compensation Task Force,
- new legislative requirements,

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- alignment of the district's various pay scales, and
- expected revenue.

#### Pay Raises for Returning Teachers

- For returning teachers with 1-4 years of experience, an increase of \$5,500.
- For returning teachers with 5 or more years of experience, an increase of \$8,400.

#### Pay Scale Adjustments for Teachers New to Navarro in 2025-2026

- Step 0 (no experience) for certified teachers increases \$1,000 to \$55,300.
- Add a new Step 0 (no experience) for non-certified teachers at \$52,300 in fulfillment of the legislative requirement of lower starting salaries for non-certified beginning teachers.
- Steps 1-2 increase \$5,000.
- Steps 3-25+ adjusted to meet HB2 requirements.

#### Administrative Scale Adjustments

- Increases to the Administrative and Professional pay scales that align with the mandatory teacher scale increase while maintaining the teacher/administrator scale percentage differentials recommended by TASB.
- Administrative Staff increases capped at \$8,000

#### Clerical, Paraprofessional, and Auxiliary Staff Adjustments

- Increase of 10% of the midpoint

In addition, we recommend an increase to the health insurance contribution amount by \$32 per month (from \$315 to \$347) which will maintain the district's percentage contribution based on the 2025-26 rates published by the Teacher Retirement System (TRS).

\* The proposed pay scales were developed using good faith interpretation of HB2 and the best available guidance at this time. Adjustments may be necessary as additional information becomes available.

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#### **Background Information:**

The recommended 2025-2026 Compensation Plan addresses

- recommendations of the Navarro ISD Compensation Task Force,
- the new legislative requirements,
- alignment of the district's various pay scales, and
- expected revenue.

#### *Compensation Task Force*

The 2024-2025 Navarro ISD Compensation Task Force consisted of two board members and teachers, administrators, instructional aides, and other support staff representing every campus and department. The group met four times throughout the year to review information, discuss priorities, and make

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recommendations for the 2025-2026 compensation plan.

The committee presented a preliminary proposal to the Board in May, but recommended waiting to adopt 2025-2026 salary scales until the June board meeting due to the potential impact of legislation on education funding and teacher pay.

The committee had initially recommended compensation increases as follows:

- Classroom Paraprofessional Staff 6% of the Midpoint
- Non Professional Staff 4% of Midpoint
  - Food Service Staff
  - Custodial Staff
  - Maintenance Staff
  - Bus Drivers
  - Bus Monitors
  - Office & Technology Staff
- Professional Staff 4% of Midpoint
- Teachers 4% of Mid Scale
- Increase to District Contribution to the cost of Health Insurance to maintain current Percentage level of District Contribution.

### *2025 Legislation*

[House Bill 2](#) approved a “teacher retention allotment” (Sec. 48.158) that **requires** classroom teacher salary increases within very specific parameters. In districts with fewer than 5,000 students, teachers with 5 or more years of experience receive an \$8,000 increase and teachers with 3 to 4 years receive \$4,000. No raises are required for teachers with fewer than 3 years experience or for employees other than teachers.

An additional per student “support staff retention allotment” (Sec 48.1581) **may be used only** for salary increases for non-administrative staff (teachers not eligible for the teacher retention allotment, school counselors, librarians, school nurses, teacher assistants, custodial staff, food services staff, bus drivers, administrative assistants, and other support staff).

Finally, a per student “allotment for basic costs” (Sec. 48.161) **may be used** for employee benefits, payroll taxes, TRS, transportation, utilities, and property and casualty insurance.

### *Pay Scale Alignment*

The significant increases in teacher pay necessitated a review and adjustment of the salary scales for other professional staff in order to maintain alignment.

### *Expected Revenue*

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The preliminary 2025-2026 budget fully funds the proposed Compensation Plan.

*Stipend Study*

A plan to make market value adjustments to stipends based on the recently-completed TASB stipend study will be presented to the board in July. We are proposing allocating up to \$50,000 to fund the most critical adjustments.

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**E. Comments Received:**

☒ LT

☐ DEIC

☐ Other

All agenda items are reviewed by the Superintendent's Leadership Team.

**F.**

**Administrative  
Recommendation:**

**That the Board reviews and approves the  
recommended compensation plan.**

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**G. Fiscal Impact and Cost:**

**Amount:** \$2,450,000

☒ Budget

☒ Grant/Special  
Funds (HB2)

☐ Other

☐ Bond

**H.**

**Exhibits: None**

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**I.**

**Action: I move to approve/disapprove/postpone the proposed pay increases as part of  
the 2025-2026 district compensation plan as presented.**

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Motion by: \_\_\_\_\_

second by: \_\_\_\_\_

FOR: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson  
AGAINST: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson  
ABSTAIN: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson  
MOTION CARRIED/DENIED/POSTPONED