

RESOLUTION OF THE BOARD OF TRUSTEES OF THE LEWISVILLE INDEPENDENT SCHOOL DISTRICT REGARDING THE LISD 2025-2026 EMPLOYEE COMPENSATION PLAN

WHEREAS, the Board of Trustees ("Board") of the Lewisville Independent School District ("District") is authorized by Texas Education Code § 11.151 to govern and oversee the management of the public schools in the District; and

WHEREAS, the Board, through its employment policies, may specify the terms of District employment or delegate to the Superintendent the authority to determine the terms of employment with the District as authorized by Texas Education Code § 11.1513(c); and

WHEREAS, the Board is authorized by Texas Education Code § 45.105 to expend funds of the District for purposes necessary in the conduct of the public schools as determined by the Board; and

WHEREAS, during the 89th Legislative Session, the House and Senate approved House Bill 2; and

WHEREAS, House Bill 2 provides compensation increases for classroom teachers in districts with more than 5,000 students (such as Lewisville ISD), in the amounts indicated below:

- \$2,500 for teachers with 3 or 4 years experience
- \$5,000 for teachers with 5+ years of experience; and

WHEREAS, the Board believes that the employees of LISD have worked diligently during adverse conditions and budget constraints to continue to provide an exemplary education to the District's students; and

WHEREAS, the Board finds a public purpose to promote staff morale, show appreciation, and properly compensate employees for continued service to our students will be reflected in providing a 3% of the midpoint raise to all other staff not included in the House Bill 2 teachers; and

WHEREAS, the Board further desires Administration to review staff positions that are currently below 95% of the market rate and bring recommendations forward to address critical needs at a duly called board meeting; and

**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE
LEWISVILLE INDEPENDENT SCHOOL DISTRICT:**

RESOLVED, that “Staff” means employees hired by the District under: (1) a Texas Education Code Chapter 21 contract (also known as a Chapter 21 contract), (2) a Non-Chapter 21 Employment Contract (also known as a Non-Chapter 21 contract), (3) a Letter of Reasonable Assurance (also known as a LORA), or (4) any at-will employees. “Staff” does not include bus drivers and substitutes as their rates are separately determined.

RESOLVED, Districts are currently awaiting guidance on House Bill 2 regarding which specific staff will be included in House Bill 2 compensation increases. Therefore, this Board finds that the above 3% of the midpoint raise to all other staff will be provided after House Bill 2 has been signed, enacted, and implementation guidance provided.

RESOLVED, the Board of Trustees hereby directs the Superintendent of Schools to review employee positions that are currently below 95% of the market rate and present the information to the Board at an August 2025 board meeting to review during the budget adoption process.

PASSED AND APPROVED this ____ day of _____ 2025 by the Board of Trustees for the Lewisville Independent School District.

By: Jenny Proznik, Board President

Attest: Sheila Taylor, Board Secretary