



Action Item

Date: May 11, 2026

Division: Superintendent

Subject: Market Rate Adjustments

Background Information:

- LISD is the 4th largest district in the 20 district market group.
- Market Group considerations are important to review as districts compete for staff in critical areas.
- Districts of the 20 market group that are most competitive to LISD.
 - Geographical Boundaries
 - Employees leaving LISD
 - Employees coming to LISD
 - District Size
 - Smaller districts have more salary negotiation flexibility without impacting others in the position.

Administrative Consideration:

- Principals - Bring to 100% of the market: \$165K
- Special Education Critical Needs Stipend - Bring to 100% of the market raise stipend to \$3500: \$19K
- Doctoral stipend (adjust due to Masters Stipend Adjustment) raise to \$1700: \$55K
- Add Speech Pathologists to longevity pay of \$1,000: \$82K
 - Currently Diags and Psychologist receive this pay
- The cost to implement these adjustments is \$321,000.
- There was no funding from the 89th Legislature to address these compensation considerations.

Recommendations:

- Approve recommendation to implement recommended market rate adjustments.

Timeline/Report:

- Upon approval Human Resources will begin the process to notify personnel, adjust salaries for the current 2026-27 school year.