

NAVARRO INDEPENDENT SCHOOL DISTRICT

Subject: Approval of 2026-27 General Pay Increase and Substitute Pay

Date: March 23, 2026

Administrator Responsible/Position: Paul Neuhoff, Chief Financial Officer, and David Kauffman, Ed.D., Asst. Superintendent of Human Resources and School Leadership

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: Administration recommends the board adopt 1) A general pay increase of 2-3% at mid-point/mid-scale for all employees for 2026-27 and 2) an increase to \$105/day for substitute teachers/paraprofessionals, in alignment with recommendations from the Compensation Task Force.

Background Information:

The administration is proposing a compensation plan for 2026-2027 that reflects the following guiding principles:

- Maintain fair and competitive compensation for all employee groups.
- Balance increased pay with the need for increased numbers of teachers and other employees to address the demands of fast enrollment growth.
- Maintain a healthy budget that can absorb increased numbers of employees and compensation increases over time.

1. After considering the current available budget and the competing demands for more staff and increased compensation, the 2025-26 Compensation Task Force recommended a 3% general pay increase at midpoint/mid-scale. Given the substantial compensation increases provided by Navarro ISD last year, above and beyond what was required and funded by the Legislature, the Administration believes we can meet the goals of fair and competitive compensation with a 2% or 3% increase. Every 1% increase represents \$272,730 that could fund additional position requests to meet the needs of our rapidly expanding student population.

Funds Available	% Increase (Midpoint/Mid scale)	Cost of Salary Inc. (Including Taxes and TRS)	Funds Available for New Positions	# Of Positions (Based upon the Average Cost of a Teaching Position)
\$3,218,000	0%	\$0	\$3,218,000	41.25
\$3,218,000	1%	\$272,730	\$2,945,270	37.75
\$3,218,000	2%	\$545,460	\$2,672,540	34.25
\$3,218,000	3%	\$818,190	\$2,399,810	30.75
\$3,218,000	4%	\$1,090,920	\$2,127,080	27.25
\$3,218,000	5%	\$1,363,650	\$1,854,350	23.75

2. Substitute teacher pay has remained steady in Navarro ISD at \$100/day for several years, despite improved compensation for all other employee groups. We rank 5th out of 7 in comparison to our comparison districts, whose rates range from \$85/day to \$115/day. A 5% increase to \$105/day would support our goals of increasing both the quality and quantity of substitutes and increasing our daily fill rate for substitute needs.

In meetings with our substitute teachers, Human Resources received feedback that they often decline paraprofessional substitute jobs because of the pay differential, \$85/day compared to \$100/day. In Tuesday Tour focus groups, paraprofessionals have reported that their absences often do not get filled by substitutes, making it difficult to provide the minutes of services that students qualified for special education are entitled to by law. The two positions require the same qualifications and training. Substitute paraprofessionals typically have only a 30 minute lunch and two short breaks, compared to substitute teachers who typically have a 30 minute lunch and a 45-50 minute planning period.

For these reasons, the Administration agrees with the Compensation Task Force recommendation of increasing both substitute teacher and substitute paraprofessional pay to \$105/day.

E. Comments Received:

LT DEIC Other: Compensation Task Force

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

F. Administrative Recommendation:

That the board adopt 1) a 2-3% general pay increase at midpoint/mid-scale for all employees for 2026-2027 and 2) an increase to \$105/day for substitute teachers/paraprofessionals, in alignment with recommendations from the Compensation Task Force.

G. Fiscal Impact and Cost:

Amount: \$545,460 to \$818,190 for a 2-3% General Pay Increase
\$18,733 for Substitute pay increase
(estimated based on percentage increases to prior year expenditures)

Budget
 Bond

Grant/Special Funds

Other

H. Exhibits:

- None

I. Action: I move that the Board adopt a 2026-2027 compensation plan that includes a _____ percent general pay increase at midpoint/mid-scale for all employees and an increase to \$105/day for substitute teachers and substitute paraprofessionals.

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

ABSTAINED: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson

MOTION CARRIED / DENIED / POSTPONED