

Special Meeting

Monday, July 28, 2025, 5:30 PM

Board Room at the Education Center, 2602 South Belt Line Road, Grand Prairie, Texas 75052

1. 5:30 P.M. - CALL TO ORDER

Board President Amber Moffitt called the meeting to order at 5:35 p.m. Other trustees present were Gloria Carrillo, Terry Brooks, Nancy Bridges, Emily Liles, David Espinosa, and Bryan Parra.

2. RECESS TO CLOSED SESSION

A. Personnel Matters (§ 551.074)

Appointments, Discipline, Dismissals, Duties, Employment, Employment Contracts, Evaluations, Extensions, Leaves of Absence, Nonrenewals, Proposals for Nonrenewals, Renewals, Reassignments, Retirements, Job Abandonment, Terminations, Proposed Terminations, Requests for Leave of Absence, Requests for Extended Leave Without Pay, Proposed Suspension Without Pay, Resignations, and Settlements, for Superintendent, Administrators, Principals, Teachers and/or other employees.

1. Chapter 21 Contract Recommendations for 2025-2026

B. Deliberation Regarding Real Property (§ 551.072)

C. School Children; School District Employees; Disciplinary Matter or Complaint (§ 551.082)

D. Consultation with Attorney (§ 551.071)

Consultation with the attorney with respect to pending or contemplated litigation, settlement offers, and matters where the attorney's duty to the district, pursuant to the code of professional responsibility of the State Bar of Texas, clearly conflicts with the provisions of the Open Meetings Act, or on a matter which the attorney determines should be confidential, including but not limited to, contract negotiations in accordance with the Texas Government Code §§ 551.071, 551.082, 551.0821, 551.087.

E. Deliberation Regarding Security Devices or Security Audits (§§ 551.076; .089).

The deployment, or specific occasions for implementation, of security personnel or devices; or a security audit.

1. Intruder Detection Audit

3. RECONVENE IN OPEN SESSION

The Board reconvened in open session at 6:57 p.m.

4. ACTION AS A RESULT OF CLOSED SESSION

No action taken.

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5. OPEN FORUM FOR AGENDA ITEMS

No one addressed the Board during Open Forum for Agenda Items.

6. CONSIDER APPROVAL OF ACTION AGENDA ITEMS

A. 2025-2026 Compensation Plan and Hiring Schedules

Dr. Thurston Lamb, Deputy Superintendent of Operations; Kristin Byrd, Chief Financial Officer

Ms. Liles made the motion to approve the 2025-2026 Compensation Plan and Hiring Schedules as presented.

COMPENSATION PLAN:

Teacher Pay Schedule (for Teachers ONLY)

The starting salary for teachers is now \$64,000 for those with 0 years of experience (up from \$63,000 last year).

In compliance with House Bill 2 (HB2) for teachers with 3-4 completed years of experience, GPISD is also including teachers with 1-2 completed years of experience, as follows:

- Teachers with 1-4 years of experience will receive a \$2,500 increase.
- Teachers with 5 or more years of experience will receive a \$5,000 increase.

One-Time Payments for Returning Non-Teacher Employees based on years of experience (includes Instructional Support and Other Professional Support on a pay matrix, Maintenance & Operations, Child Nutrition, Transportation, Paraprofessional, Professional and Technical Support, and Administrative pay schedules):

- 1-4 years of experience:
 - \$2,000 total, paid in two installments:
 - November 2025
 - April 2026
- 5 or more years of experience:
 - \$3,000 total, also paid in two installments:
 - November 2025
 - April 2026
- Eligibility requirements include:
 - For the November installment - hired as of 9/18/2025 and remain employed through the November payroll cutoff date.
 - For the April installment - hired as of 2/20/2026 and remain employed through the April payroll cutoff date.

Mr. Brooks seconded the motion. Motion passed 7-0.

7. INFORMATION/DISCUSSION ITEMS

- A. Local Policy Updates
Dr. Melissa Kates, Legal Counsel

8. ADJOURNMENT

President Moffitt adjourned the meeting at 7:23 p.m.

Approved: August 14, 2025

President, Board of Education

Attest: _____

Secretary, Board of Education

