

SUBJECT: Consideration and possible approval of staff compensation increases for the 2025-2026 school year.

BACKGROUND: Teachers/Staff (T07/T08):
The proposed salary schedule for 2025-2026 includes a beginning teacher salary of \$65,205 and provides a salary increase of \$1,500 for T07/08 staff with one to two years of experience, \$2,500 for T07/08 staff with three to four years of experience, and \$5,000 for T07/08 staff with five or more years of experience.

A General Pay Increase at 2% of the midpoint is also proposed for each pay grade listed below:

- Teachers (T09/T10/T11/T12 Scales)
- Administrators (A Scale)
- Paraprofessionals (C/S Scales)
- Administrative Support Non-Exempt (N/L/TN Scales)
- Administrative Support Exempt (E/TE Scales)
- PISD Police (P Scale)

FINANCIAL IMPLICATIONS:	Teachers:	15,058,884
	Paraprofessionals:	976,249
	Administrative:	1,519,024
	Administrative Support - Exempt:	83,962
	Administrative Support - NE:	767,194
	PISD Police:	59,819
	Total	<u>\$ 18,465,132</u>

RECOMMENDATION: We recommend that the Board approve a fixed raise for T07/T08 staff and a 2% of Midpoint Salary Increases for all other staff for the 2025-2026 School Year.

CABINET MEMBER: Toni Lopez

CONTACT PERSON: Tamika Alford-Stephens
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BOARD MEETING DATE: July 9, 2025