



Action Item

Date: February 9, 2026

Division: Superintendent

Subject: HB 2 Compression Compensation Adjustments

Background Information:

- Pay compression between pay grades is when there is not enough \$ variance to account for higher responsibility. TASB Recommends 5-8% between each pay grade progression minimum.
- Pay compression within a pay grade is individual salaries that have gotten out of alignment with other employees due to individual salary bumps. TASB recommends up to 3% per year of experience between individuals in the same pay grade but not to exceed someone with more like experience.
- HB 2 also created a situation where staff who have typically received pay raises according to the teacher pay scale, were not eligible for the newly created Teacher Retention Allotment (TRA) according to the definition of a teacher established by the Texas Education Agency.

Administrative Consideration:

- Salary Compression has resulted with the HB 2 TRA raises as teachers who are in positions of years 3, 4, 5 and up received the equivalent of a 7.5% of the midpoint raise, when other positions in the district received a 3% of the midpoint raise due to a lack of funding from the legislature to address pay raises for all staff. Therefore if a teacher promotes into a position of Counselor, Assistant Principal, etc they could earn more in those positions than current incumbents in the roles.
- Examples of positions impacted by not being eligible for TRA raises that have typically received the raise applied to the teacher pay scale: Non-Classroom Professionals, Librarians, Nurses, Athletic Trainers, Counselor, Diagnostician, Therapists, Psychologist, etc (not an exhaustive list)
- The cost to address HB 2 Compression situations is estimated at \$1,814,000
- Significant budget reductions have been made resulting in identified expenditure savings that could be used for this expenditure.
- Due to the retirement of 5 school campuses, adjustments in expenditures, can help provide resources to address competitive pay for staff retention.

Recommendations:

- Approve recommendation to address pay of staff positions impacted by HB 2 Compression

Timeline/Report:

- Upon approval Human Resources will begin the process to notify personnel, adjust salaries for the current 2025-26 school year.