

COMPENSATION PLAN

2025-2026



HB2



Teacher Pay Increase
Suport Staff Pay Increase
\$55 Increase to the Basic Allotment
Increase for Fixed Costs
Increase in the School Safety Allotment
SB 4 & 23-Homestead Exemption Increases



Teacher Retention Allotment

3-4 years experience
\$2,500

5 or more years experience
\$5,000



Support Staff Retention Allotment

\$45 per Adjusted ADA
\$215,810

Salary increases for
non-administrative staff



2025-2026 Budget

25-26 Approved Budget	
Revenue	\$ 66,368,282
Expenditures	\$ (72,886,119)
Surplus/(Deficit)	\$ (6,517,837)

25-26 Projected Budget HB2	
Revenue	\$ 66,368,282
HB2 Revenue	\$ 2,983,855
Expenditures	\$ (72,886,119)
Teacher Retention Allotment (TRA)	\$ (1,212,000)
TRA District Cost	\$ (36,360)
Support Staff Retention Allotment	\$ (215,810)
Surplus/(Deficit)	\$ (4,998,152)



Support Staff Retention Allotment



Eligible Staff

Teachers 0-2 years experience

School Counselors

Librarians

School Nurses

Instructional Aides

Custodial Staff

Food Services Staff

Bus Drivers

Administrative Assistants

Other Professional Support Staff



Non-Eligible Staff

Superintendent

Chiefs, Executive Directors,

Directors, Principals,

Assistant Principals



Support Staff Retention Allotment Options

\$215,810 Estimated Allotment

0-2 Teachers (15 employees)		Auxiliary, Paraprofessional (Instructional, Support, Clerical), Professional (Certified, No Contract, Non Certified) (398 employees)			
0 Year	\$500				
1 Year	\$1,000				
2 Year	\$1,500				
		1%	1.50%	2%	\$500
Cost		\$149,885	\$228,397	\$309,332	\$203,378
0-2 Year Teachers		\$20,500	\$20,500	\$20,500	\$8,000
Total		\$170,385	\$248,897	\$329,832	\$211,378
State Funded		\$215,810	\$215,810	\$215,810	\$215,810
Local Funded		\$0	\$33,087	\$114,022	\$0



2025–2026 Compensation Plan Update



THANK YOU

QUESTIONS?

