

**Hitchcock Independent School District**  
**BOARD OF TRUSTEES**

**Meeting Date:** April 27, 2026

**Presented by:** Dr. Darryl J. Henson, Superintendent of Schools

**Subject:** 2026-2027 Compensation Plan

**Consent Agenda**

**BACKGROUND INFORMATION:**

The administration recommends the employment compensation plan for the 2026 - 2027 school year. The compensation plan is composed of the following: the Hitchcock ISD Teacher Salary Schedule, the Administrative - Professional Compensation Plan, the Auxiliary Staff - Compensation Plan, Athletic Coaching Stipends, the Extra Duty Supplemental Pay Scale, and the Substitute Pay Scale. The approval of this plan ensures fiscal transparency and provides our current and prospective staff with a clear, competitive roadmap for their 2026-2027 compensation, directly supporting our goals for recruitment and retention.

**BOARD ACTION REQUIRED:**

I move that the Board approve the 2026-2027 compensation plan as presented.

**POLICY AUTHORIZATION:**

DEA(LEGAL)

DEA(LOCAL)

DEAB(LEGAL)

DEAB(LOCAL)

**CONTACT PERSON:**

Patrick Faour, Director of Human Resources

**FUNDING SOURCE:**

N/A

**ENCLOSURES:**