

Spring Branch Independent School District

Agenda Item Information

Date of Board Meeting: June 23, 2025

Subject: Request for Approval of the 2025-2026 Compensation Plan

Administrator Responsible:

Name: Karen Heeth

Position: Associate Superintendent for Administration & Talent

Purpose of Agenda Item: Action

ADDITIONAL INFORMATION AND/OR BACK-UP:

The total compensation package provided to Spring Branch ISD employees includes a combination of employee salary and benefits. To attract and retain highly talented staff, approval is requested to adopt the proposed 2025-2026 Compensation Plan includes a general pay increase of \$2,500 for year 3-4 teachers and \$5,000 for year 5+ teachers on the teacher step schedule in alignment with House Bill 2.

Due to the continued research regarding the impact of House Bill 2 on the budget, the Board may consider additional compensation in the 2025-2026 school year in an amount not to exceed 2% and subject to available resources for all eligible staff not receiving the House Bill 2 funding. Should the Board determine this additional compensation is available for employees not receiving House Bill 2 funding, that additional compensation would alter this compensation plan.

This proposed compensation plan continues to align SBISD with other districts and employers in the Houston area with whom we compete for talent.

As per compensation administration practice, employees must have completed 90 full time equivalent days as an SBISD employee in order to receive a pay increase in 2025-2026.

SBISD implemented a new compensation plan model beginning with the 2017-2018 year related to a TASB full pay systems review performed at that time. That review was beneficial in providing equitable pay throughout the system. Regular reviews have continued since that time to ensure pay for all positions across the system is equitable and ensure continued alignment related to overall market and industry standards.