



Action Item

Date: February 9, 2026

Division: Superintendent

Subject: Market Rate Adjustments

Background Information:

- LISD is the 4th largest district in the 20 district market group.
- Market Group considerations are important to review as districts compete for staff in non-classroom related positions.
- Districts of the 20 market group that are most competitive to LISD.
 - Geographical Boundaries
 - Employees leaving LISD
 - Employees coming to LISD
 - District Size
 - Smaller districts have more salary negotiation flexibility without impacting others in the position.

Administrative Consideration:

- A review was conducted to determine what positions are 95% below market identifying the following categories of positions. If positions fall too much below the market it is difficult to recruit staff to the district from neighboring districts to fill these roles, or staff leave for other districts where salaries have kept better pace with the market:
 - Administrative Support (Clerical) , Assessment, Construction, Facilities, Finance, Human Resources, Learning & Teaching, Purchasing, Student Services
- Costs to address positions that are 74% to 90% of the market would be phased in across FY 26 and FY 27.
- Costs to implement market rate adjustments for FY 26 are estimated to be \$680,000.
- Costs to implement market rate adjustments phased in over two years for FY 27 are estimated to be \$169,000.

Recommendations:

- Approve recommendation to implement recommended market rate adjustments.

Timeline/Report:

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