

-#TogetherWeSoar-

2025-26 Staff Compensation Plan

Argyle ISD
June 16, 2025



2025-26 Budget Priorities

- Class Size Ratios (*April*) ✓
- Restoration of Campus Support Positions from 2024-25 (*April*) ✓
- Compensation Increase (*June*)
- Balanced Budget (*August*)



APRIL RECAP: Budget Priorities

Class Sizes & Support Positions

38 NEW Classroom Teaching Positions across the district + 7.5 Returning Support Positions – ***Requesting 2 additional FTEs at this meeting** + 3 contingency FTEs

As of June 9, 2025 – Class Size Avgs. w/ Current Enrollments

Current Classroom Teacher Sections	K	1st	2nd	3rd	4th	5th
HT (37 Sections)	16	*20	19	19	18	20
ASE (39 Sections)	17	16	19	19	18	22
AWE (38 Sections)	18	19	20	20	19	23
JRE (39 Sections)	18	18	19	*21	19	21
Current Avg	17.25	17.5	19.3	19.5	18.5	21.5



MAY WORKSHOP RECAP: **Budget Priority** **Compensation Increase Recommendation**

- Classroom Teachers **0-2** Years Exp. **\$2,100 (3.5%)**
- Classroom Teachers **3-4** Years Exp. **\$2,500 ($\approx 4\%$)**
- Classroom Teachers **≥ 5** Years Exp. **\$5,000 ($\approx 8\%$)**
- All Other Staff **3.5%** of the midpoint for pay range

NOTE: Per TEA – Classroom teachers will generate the increases in the years **AFTER** they have completed three (or five) years of verifiable and creditable experience, **NOT** when they are **entering** the year when they will earn creditable experience.

Total Cost to Budget: Not to exceed \$2,500,000



HB2 Critical Questions

- TEA interprets **TEC Sec. 5.001 Definition of "Classroom Teacher"** for purposes of Teacher Pay Increase Allotment.

TEC Sec. 5.001: "Classroom teacher" means an educator who is employed by a school district and who, not less than an average of four hours each day, teaches in an academic instructional setting or a career and technology instructional setting. The term does not include a teacher's aide or a full-time administrator.

- Is the \$2500 and \$5000 teacher pay raises paid as a stipend or part of pay scale?
- Will there be **two** teacher pay scales depending on definition "classroom teacher"?
- How **TEA will monitor compliance** with provisions like the new **teacher retention allotment**, the **support staff allotment**, and the **allotment for basic costs (ABC)**?
- What **impact SB 4** (increased homestead exemption) may have on estimates?



MAY WORKSHOP RECAP: Budget Priority

Balanced Budget

Estimated M&O Revenues

Revenue Estimate prior to HB2	63,245,000.00
Estimated HB2 Change (MoakCasey)	3,275,000.00
Total Estimated M&O Revenues	66,520,000.00

Estimated M&O Expenditures

Total Base Budget 24-25	59,600,000.00
Department & Campus Budgets	(570,000.00)
Staffing Plan	3,343,600.00
Updated Comp Plan	2,500,000.00
Total Estimated M&O Expense	64,873,600.00

Surplus/Deficit **1,646,400.00**

Surplus amount depends on full interpretation of HB2.



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Questions/Comments

