



DUNCANVILLE ISD

Writing success stories, one student at a time.

Regular Board Meeting

July 21, 2025

AGENDA SECTION: Action Agenda

SUBJECT: Consider approval of the updated 2025-2026 Compensation Plan and pay increases for employees.

BOARD POLICY: DEA (LOCAL)

STRATEGIC GOAL(S): Personnel and Professional Development

FISCAL NOTE: Local Funds and House Bill 2 Funds

PREPARED/PRESENTED BY: Pamela Brown, Chief Human Resources Officer

Background Information

In alignment with board policy, the Superintendent is responsible for recommending employee compensation adjustments as part of the annual budget process. This includes presenting a comprehensive compensation plan for all district employees, which may outline salary schedules, stipends, benefits, and incentive structures.

For the 2025–2026 school year, the Superintendent is recommending a 2% midpoint salary increase for all eligible positions. In addition, teacher-adjacent roles would be adjusted to promote greater consistency and equity across similar positions. The recommendation also includes required increases to teacher compensation in accordance with House Bill 2.

A budget amendment reflecting the fiscal impact of these compensation adjustments will be presented in August.

Recommendation

The administration recommends that the Board approve the compensation plan and pay increases as presented.

Communication Deployment

- Board Meeting minutes
- District Website

Suggested Motion

I move that the Board approve the updated 2025–2026 Compensation Plan, including a 2% midpoint salary increase for all eligible positions, adjustments to teacher-adjacent roles and House Bill 2 pay increases for eligible employees, as recommended by the Superintendent.

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Respectfully submitted,

Dr. T. Lamar Goree
Superintendent