

McKinney Independent School District
#1 Duvall Street, McKinney, Texas 75069

To: Board of Trustees
From: Shawn Pratt, Superintendent
Subject: 2026-2027 Staff Compensation
Date: April 20, 2026
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Providing a competitive Compensation Plan to our employees is a key factor in recruiting and retaining staff. Administration is proposing the following 2026-2027 Compensation Increases based on the midpoint of the pay grade/scale:

- Certified Teachers = 3.5%
- Non-Exempt Eligible Employees = 3.5%
- Exempt Eligible Employees = 3.5%
- Starting Certified Teacher Compensation = \$64,700 (Base Salary)

Impact Statement: Continue to recruit and retain highly qualified employees through a variety of measures to ensure the success of every student, every day.

It is recommended: That the Board consider/approve the 2026-2027 Compensation Increase.

Resource Person(s):
Alana Chisum, Dr. Dennis Womack, Marlene Harbeson

Respectfully submitted,

Shawn Pratt
Superintendent

Alana Chisum
Assistant Superintendent