

Lewisville ISD


2025–26 Compensation and Benefits

June 9, 2025





Tonight's Discussion:

- Review HB 2 Compensation Requirements
 - Compensation for 2025–26 school year
 - Update on Benefits Information
 - Next Steps
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Legislative Session Impact on Staff Compensation Decisions

- Texas Legislature determines funding level for public schools based on parameters of school funding formula
- Unfortunately, while the Legislature began session in January 2025, they did not address public school funding formula until after school was out.
- While we wish we could have been able earlier in the school year to determine pay for staff, we are just now able to bring recommendations forward due to timing of the legislature action.

Reminder HB 2 Requirements

New Teacher Retention Allotment Funding:

- Teachers Years 3 and 4: \$2500 raise
- Teachers Years 5 and up: \$5000 raise

Note:

- Just because a position is on the teacher pay scale HB 2 does not qualify all positions on teacher pay scale for these raises
- Typically in our district Counselors, Diags, Psychs, Therapists receive same raise as teachers, that is not how HB 2 is written, so these raise amounts do not apply to these categories of staff.

Reminder HB 2 Requirements

New Support Staff Retention Allotment Funding:

- \$45 per ADA for staff that are not administrators (equates to about \$1.6M for LISD)
- Examples of positions this was meant to fund
 - Teachers Years 0–2
 - Classroom aides
 - Librarians, Nurses, Counselors
 - Other hourly support positions (Maintenance, Bus Drivers, etc.)

Compensation Recommendation for Positions Not Specified by HB 2

- 3% of the Midpoint Raise
 - Teachers Years 1-2, Nurses, Librarians, Facilitators, Instructional Coaches, Facilitators, Interventionist, Social Workers. (this midpoint raise would equate to \$2,074)
 - All other staff positions

Notes:

Just because positions are on our teacher pay scale, does not mean that they receive the \$2500 or \$5000 raises mandated with HB 2.

Reminder: Hard to Fill Positions

For the 2023–24 school year the compensation plan began to include stipends for Hard to Fill Positions:

- SPED Inclusion stipend = \$2,000
- Increase SPED Self-Contained stipend to \$3,000
 - This provided an increase to BIC, ALS, AVLS, FLS, COMM teachers
- Title I Campus Stipend = \$600

Substitute Pay

- The Budget brought forward in August will include the following proposed pay rates for substitutes:

	ESS Rate	2024-2025 Sub Pay	Hourly Rate/8	2025-2026	Hourly Rate/8	I
NonDegreed	\$136.40	\$110.00	\$13.75	\$110.00	\$13.75	
Degreed	\$142.60	\$115.00	\$14.38	\$115.00	\$14.38	
TX Certified	\$155.00	\$125.00	\$15.63	\$130.00	\$16.25	
Former LISD	\$179.80	\$145.00	\$18.13	\$145.00	\$18.13	
Former LISD Cert*	\$179.80	\$145.00	\$18.13	\$155.00	\$19.38	
Long Term Degreed	\$148.80	\$120.00	\$15.00	\$130.00	\$16.25	
Long Term Certified	\$173.60	\$140.00	\$17.50	\$165.00	\$20.63	
AVG	\$159.43	\$128.57	\$16.07	\$135.71	\$16.96	



Previously Discussed: Starting Bus Driver Pay

- The budget brought forward in August will include the approved starting pay for bus drivers of \$23 per hour.



Reminder: Potential FY 26 Deficit

Projected Beginning FY 26 Deficit	(\$24,539,148)
Budget Reductions	\$11,480,000
Deficit After Reductions	(\$13,059,148)
HB2 Raise for Teachers	(\$15,642,500)
3% Raise for All Other Staff	(\$4,448,997)
Additional Benefits due to Raises	(\$2,273,405)
Projected Deficit w/out Legislature Help	(\$35,424,050)
HB2 Teacher Retention Allotment	\$15,642,500
HB2 Support Staff Retention Allotment	\$1,685,003
HB2 Other Funding	\$8,104,006
Potential FY 26 Deficit	(\$9,992,541)

Important Note:
HB 2 estimated to provide \$17M to cover \$22.3M dollars of raises.





Compensation Market Considerations

Competitive Market Rates

TASB annual survey information, as reported from the following school districts for 2024-25

Allen	Birdville	Carroll/Southlake	Carrollton Farmers Branch
Coppell	Denton	Frisco	Garland
Grand Prairie	Grapevine-Colleyville	Hurst-Euless-Bedford	Irving
Keller	Mansfield	McKinney	Mesquite
Northwest	Plano	Richardson	

Teacher Salary Market Summary



	LISD 22-23 Rate	22-23 Market Rate	LISD 22-23 % of Market	LISD 23-24 Rate	23-24 Market Rate	LISD 23-24 % of Market	LISD Place in Market	LISD 24-25 Rate	24-25 Market Rate	LISD 24-25 % of Market	LISD Place in Market 24-25
0 Years	\$59,175	\$58,250	101.6%	\$ 60,850	\$ 60,450	100.7%	5th	\$60,850	\$61,750	98.0%	14th
5 Years	\$61,233	\$60,300	101.5%	\$ 62,914	\$61,950	101.6%	5th	\$ 62,194	\$63,731	97.8%	14th
10 Years	\$63,385	\$62,670	101.1%	\$ 64,900	\$ 63,881	101.6%	7th	\$64,900	\$65,791	98.3%	14th
15 Years	\$65,900	\$64,454	102.2%	\$ 68,040	\$ 66,450	102.4%	6th	\$60,040	\$68,324	98.3%	10th
20 Years	\$67,391	\$66,624	101.2%	\$ 69,687	\$ 68,950	101.1%	7th	\$69,687	\$70,739	98.5%	11th
Average Salary	\$64,410	\$63,573	101.3%	\$ 66,532	\$ 65,111	102.2%	4th	\$66,406	\$66,929	99.2%	11th

We do not anticipate our place in the market changing, even though the salaries will increase because everyone for teachers is having to implement HB 2. Overall we will be about 98% of the market



UEA Teacher Salary Survey (DFW Metroplex)

School Year	Total Districts	Year 0	Year 5	Year 10	Year 15	Year 20
19-20	52	18th	17th	17th	13th	18th
20-21	47	22nd	17th	20th	18th	15th
21-22	46	16th	15th	14th	11th	13th
22-23	47	13th	12th	14th	10th	14th
23-24	47	12th	9th	11th	7th	10th
24-25	52	21st	20th	22nd	13th	17th

Note: Out of 52 districts in DFW who are all different sizes, we remain near the top 20 for our pay for teachers with strong placement for years 15 and above

2025-26 New Teacher Starting Salary

LISD Proposed for 2025-26: \$62,525

Current 2024-25 Pay Do not yet know what their starting pay will be for next year		25-26 Anticipated
Garland	\$61,500	\$63,100
McKinney	\$62,100	\$63,700
Frisco	\$60,500	\$62,100
Plano	\$61,000	\$62,600
Denton	\$59,000	\$60,600
Richardson	\$61,000	\$62,600



Market Adjustments

- Proposed Compensation Resolution directs Administration to review positions that are below 95% of the market and bring recommendations forward.



Benefits Information

Current Employee Benefits Participation

- There are currently 6,618 employees eligible for benefits
- 3,991 employees are enrolled in medical (60%)

Active Care HD	Enrolled 1,807	45%
Active Care Primary	Enrolled 1,529	39%
Active Care 2	Enrolled 40	1%
Active Care Primary +	Enrolled 615	15%

REVIEW: Total Spent On Health Insurance Contributions

Employee Only - \$326/\$358

Employee + Children - \$372

Employee + Spouse - \$388

Family - \$393

2020-21	2021-22	2022-23	2023-24	2024-25 (YTD)
\$18,703,139	\$18,343,703	\$17,720,798	\$17,256,394	\$12,455,337

*Numbers based on 60% of LISD employees who utilize LISD Benefits.

REVIEW: Current Year Surrounding District Health Insurance Contributions


District	DFW Area District's Health Insurance Contributions
Lewisville	Emp Only - \$326/358; Emp/Spouse - \$388; Emp/Child(ren) - \$372; Emp/Family - \$393
Denton	\$260
Frisco	\$350
Garland	\$325
McKinney	\$306
Plano	\$330
Richardson	\$313

Net Pay Increase After Medical Premium Increase

Job Category	Annual Increase 3% of the Midpoint Average	Employee Increase in Medical \$51.00 per month	Net Increase	Based on Average Work Days for Full Time
Teacher Years 1 and 2 years	\$2,074	\$612	\$1,462	187
Counselor, Diagnosticians Therapist, Psychologist	\$2,344	\$612	\$1,731	196
Administrative Support	\$1,030	\$612	\$416	187
Instructional Support	\$830	\$612	\$215	187
Auxiliary	\$1,330	\$612	\$714	260
Child Nutrition	\$783	\$612	\$171	178



Next Steps

- Action Item later in Agenda on Compensation Resolution
 - Provide update from tonight's meeting to staff through phone call and email
 - Salary letters for the 2025-26 school year will go out by June 30th.
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Takeaways

- HB 2 does not provide the amount of funding needed to provide raises for all staff
- Thanks to the commitment to budget reductions and making the tough decisions to reduce the budget in alignment with our revenue loss from student enrollment decline – our district is poised provide raises to all staff and forecasted to have a single digit deficit.
- Our commitment to implementing budget reductions has improved our financial outlook from S&P Global Ratings from negative to stable
- Thank You Board for your commitment to compensation for staff!