

Hitchcock Independent School District

BOARD OF TRUSTEES

Meeting Date: **October 27, 2025**

Presented by: **Dr. Darryl J. Henson, Interim Superintendent of Schools**

Subject: **2025-2026 Extra Duty Supplemental Pay Scale**

Action Item

BACKGROUND INFORMATION:

Hitchcock ISD offers competitive salaries, stipends, and benefits designed to attract, support, and retain exceptional employees at every level of our organization. Our district is committed to recognizing the value of our staff by maintaining a comprehensive and transparent compensation plan that reflects both market conditions and our strategic goals. This plan is evaluated annually through the budget process to ensure equity, alignment with district priorities, and responsiveness to economic trends.

Each year, Hitchcock ISD will conduct market surveys and review regional and statewide salary data to remain competitive within the education labor market. This process allows us to make informed decisions that ensure our compensation structure promotes fairness, stability, and long-term sustainability.

Through these efforts, Hitchcock ISD continues to foster a supportive environment where great educators, leaders, and staff members are motivated to grow and serve our students and community with distinction.

BOARD ACTION REQUIRED:

I move that the Board approve the 2025-2026 Extra Duty Supplemental Pay Scale as presented.

POLICY AUTHORIZATION:

DEA(LOCAL)

CONTACT PERSON:

Robin Hataway, Chief Financial Officer

FUNDING SOURCE:

General Fund (1XX)

ENCLOSURES:

2025-2026 Extra Duty Supplemental Pay Scale