



Agenda of Board Workshop

The Board of Trustees McAllen Independent School District

A Board Workshop of the Board of Trustees of the McAllen Independent School District will be held Tuesday, April 15, 2025, beginning at 5:30 PM Dr. Ricardo Chapa Board Room/Administration Building of the McAllen Independent School District, 2000 North 23rd Street, McAllen, TX 78501.

Items listed on this agenda may be taken in an order other than as shown on this agenda. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

At this meeting there may be discussion and action by the Board on the item(s) and subject(s) listed as follows:

1. **CALL MEETING TO ORDER**
2. **PUBLIC COMMENT(S)**
3. **2025-2026 FOURTH BUDGET WORKSHOP: 3**
Item Submitted: Lorena Garcia, Deputy Superintendent Business and Operations
Presenter: Dr. René Gutiérrez, Superintendent
- A) **Presentation by Texas Association of School Boards (TASB) 4**
 - Pay Maintenance Report
 - Market Peers 2024-2025
 - Teachers and Librarians Salary Plan Comparisons 2024-2025
 - Administrative Professional – Admin Education & Admin Management Salary Plan Comparisons 2024-2025
 - Paraprofessionals Salary Plan Comparisons 2024-2025
 - Auxiliary Salary Plan Comparisons 2024-2025
 - Police Salary Plan Comparisons 2024-2025
 - Cost Summary
- B) **Presentation by McAllen ISD 31**
 - TASB Recommendations on Stipends
 - TASB Recommendations on Substitute Pay

- TASB Recommendations on Pay Scales
- Budget Goals
- Inflation and School Funding
- Expenditure Trend Monitoring
- Truth-in-Taxation and Budget Timeline
- Senate Bill 2 (2023) and Senate Bill 4 (2025)
- Tax Rate Historical Trend
- Tax Rate Comparison
- Two Parts of the Tax Rate
- M&O Rate Breakdown: Tier I and Tier II
- Tier II: Golden and Copper Pennies Explained
- Legislative Updates

4. ADJOURNMENT

If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the Board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E. Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting.

Pursuant to Texas Government Code 551.127, a member or employee of a governmental body is authorized to participate remotely in a meeting of the governmental body through a videoconference call, as long as a quorum of the governmental body is physically present at the location of the Board Meeting. Any video conference conducted pursuant to this section will comply with the technical requirements of this section.

Pursuant to Texas Government Code 551.129, the Board of Trustees may use a telephone conference call, video conference call, or communications over the internet to conduct a public consultation with its attorney in an open meeting of the governmental body, or, a private consultation with its attorney in closed meeting of the governmental body.

*The notice for this meeting was posted in compliance with the Texas Open Meeting Act on April 11, 2025 by 4:00 P.M.
Natalia Goza,
on behalf of the Board of Trustees*

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: April 15, 2025

SUBJECT: 2025-2026 Fourth Budget Workshop

REFERENCE: Goal 4 Financial Priorities, Strategy 7 - Financial Priorities

BACKGROUND INFORMATION/REASON FOR BOARD CONSIDERATION:

The Texas Education Code and Board Policy CE (LOCAL) require every local education agency to prepare a budget of anticipated expenditures and revenues on or before June 19th. The budget is to be approved by the District's Board of Trustees no later than June 30th or earlier.

ADMINISTRATIVE CONSIDERATIONS/FACTS AND ANALYSIS:

Budgets are estimates of what the District originally anticipates spending in the fiscal year. Budgets serve at least three important functions.

- (1) Planning future operations.
- (2) Controlling expenditures in accordance with the appropriations approved by the Board of Trustees of the local education agency.
- (3) Communicating to Administrators of the District's organizational units the resources set aside for the operations of their respective units.

LEGAL REVIEW:

Not required.

BUDGETARY CONSIDERATIONS:

Preliminary 2025-2026 Budget

RECOMMENDED BOARD ACTION:

The 2025-2026 Fourth Budget Workshop is submitted to the Board for information purposes only and requires no Board action.

Attachment:

SUBMITTED BY: JOEL GARCIA

SUPERVISOR: Lorena Garcia

For further information contact:
Name: Joel Garcia, CPM
Chief Financial Officer
Office: (956) 618-6016
Email: joel.garcia@mcallenisd.net

Approved for presentation to the Board of Education:

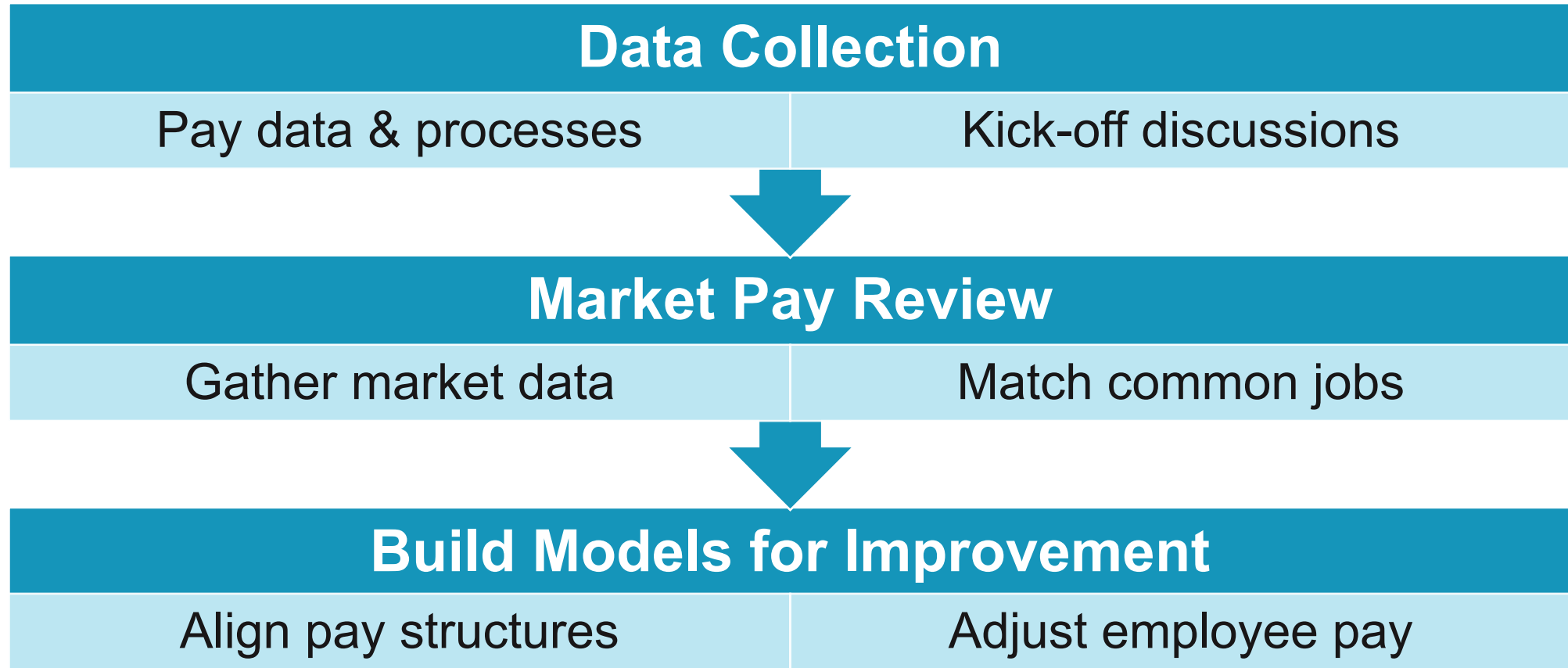
RENE GUTIERREZ (Apr 8, 2025 08:45 CDT)

McAllen ISD

Pay System Maintenance

Luz Cadena
April 7, 2025

TASB Pay Study Process



Pay System Objectives

- **Recruit Employees**

- Competitive entry rates
- Competitive pay for experienced new hires

- **Pay for Job Value**

- Prevent overpayment or underpayment

- **Retain Employees**

- Advance pay to market rates
- Market-competitive pay increases

- **Control Costs**

- Salary plan and increases driven by budget

Market Pay Strategy

Midpoint rate is intentionally set:

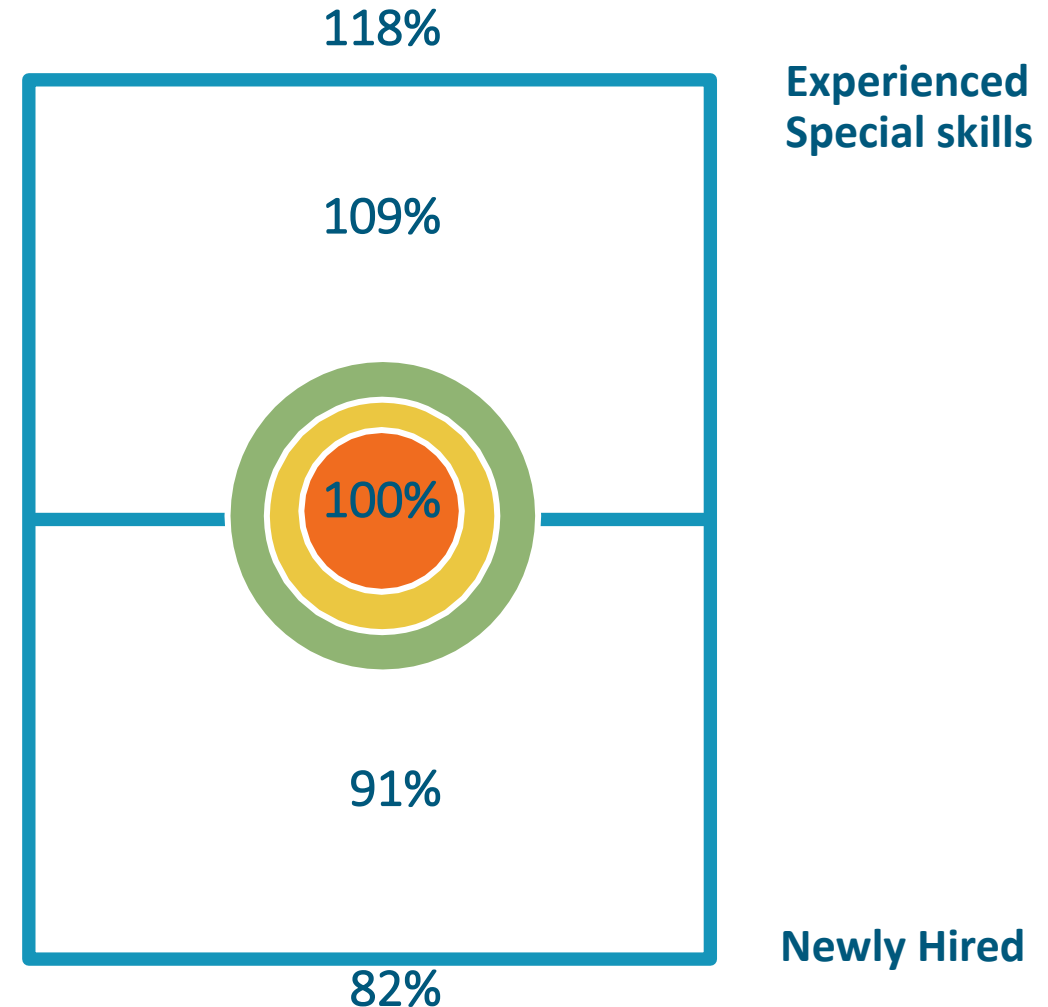
- Market value
- District goals

Range parameters are set to limit employee pay variance from the target rate.

Goal is to pay employees near target rate.

Target rate is adjusted regularly.

7



Market Districts

| | District | ESC Region | Student Enrollment | Number of FTE | UIL Class | Teacher, Exempt* & Nonexempt |
|----|--------------------------|------------|--------------------|---------------|-----------|------------------------------|
| 1 | Brownsville ISD | 01 | 36,008 | 5,674 | 5A | X |
| 2 | Donna ISD | 01 | 13,165 | 2,257 | 5A | ** |
| 3 | Edinburg CISD | 01 | 33,911 | 4,820 | 6A | X |
| 4 | Harlingen CISD | 01 | 17,034 | 2,709 | 3A | X |
| 5 | Hidalgo ISD | 01 | 3,010 | 517 | 4A | X |
| 6 | La Joya ISD | 01 | 24,804 | 4,018 | 5A | ** |
| 7 | Mercedes ISD | 01 | 4,195 | 719 | 5A | X |
| 8 | Mission CISD | 01 | 14,350 | 2,313 | 6A | X |
| 9 | Pharr-San Juan-Alamo ISD | 01 | 29,397 | 4,531 | 5A | X |
| 10 | Sharyland ISD | 01 | 9,732 | 1,350 | 5A | X |
| 11 | Weslaco ISD | 01 | 16,268 | 2,221 | 6A | X |
| | McAllen ISD | 01 | 19,916 | 3,275 | 5A | 11 |

*High-level central administrator jobs are compared to statewide market data for districts of comparable size.

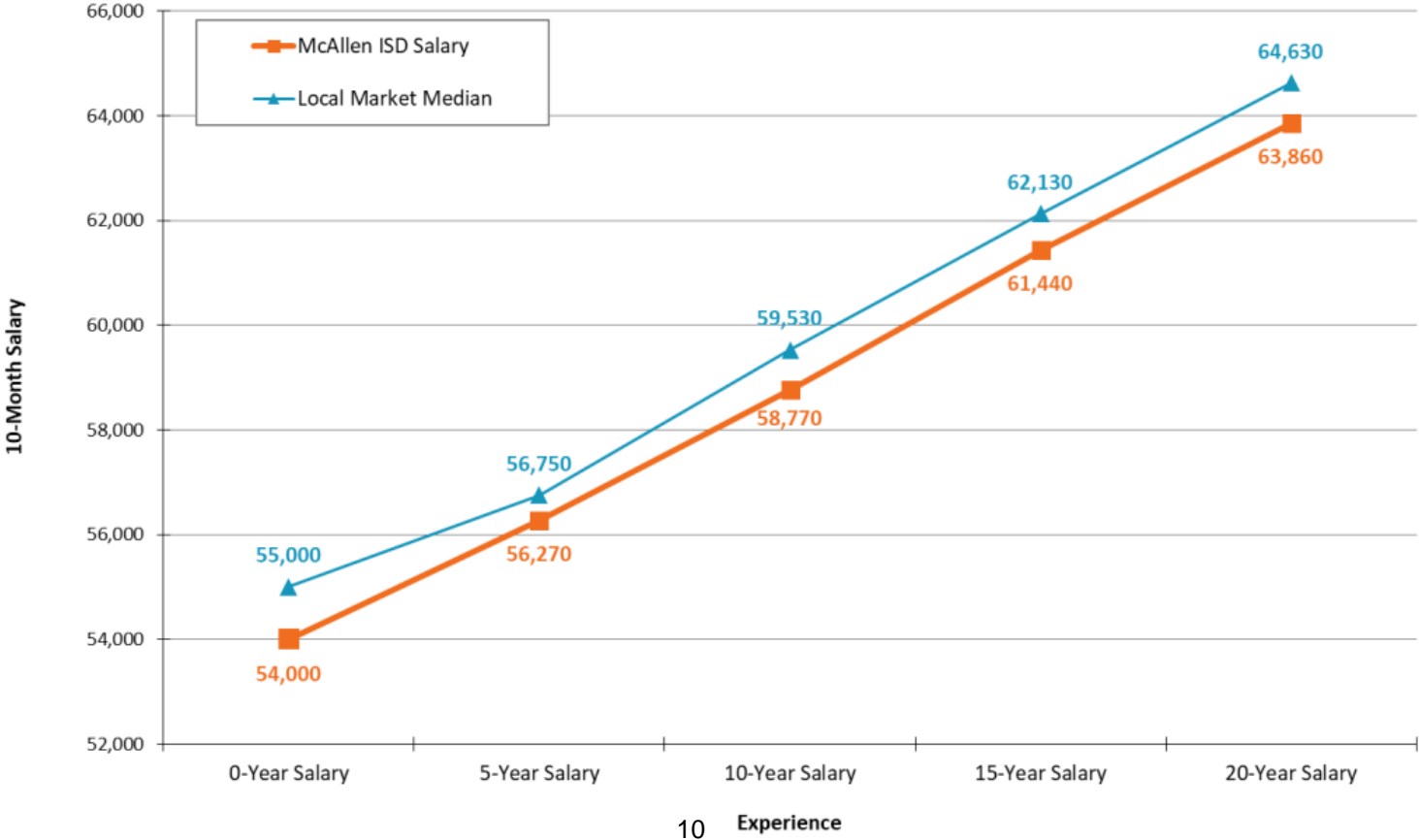
**District did not participate in survey. Teacher schedules collected from the district.

Other Metro Area Market Sources

- CompAnalyst
- Payfactors by Payscale

Teachers – Market Graph

Teacher Salary Plan, 2024-2025
Market Comparison



Teachers – Market Salaries

| | 0 - Years | 5 - Years | 10 - Years | 15 - Years | 20 - Years | Average Salary |
|-------------------------------|-----------|-----------|------------|------------|------------|----------------|
| McAllen ISD Salary | \$54,000 | \$56,270 | \$58,770 | \$61,440 | \$63,860 | \$61,099 |
| Local Market Median | \$55,000 | \$56,750 | \$59,530 | \$62,130 | \$64,630 | \$62,301 |
| Percent of Market | 98% | 99% | 99% | 99% | 99% | 98% |
| Difference from Market | (\$1,000) | (\$480) | (\$760) | (\$690) | (\$770) | (\$1,202) |

Teachers – Market Stipends

| Stipend | McAllen ISD | Median Stipend | Districts Reporting |
|--------------------------------------|-----------------------|----------------|---------------------|
| Master's Degree – General | -- | \$1,000 | 9 of 11 |
| Master's Degree – Subject Area | \$2,000 | \$3,000 | 11 of 11 |
| Secondary Math | \$2,000 | \$2,500 | 8 of 11 |
| Secondary Science | \$2,000 | \$2,500 | 8 of 11 |
| Special Education – General/Resource | \$1,200 | \$1,500 | 9 of 11 |
| Special Education – High Needs | \$1,500 | \$2,000 | 10 of 11 |
| Bilingual | \$1,200 | \$1,500 | 8 of 11 |
| ESL - General | -- | \$1,000 | 7 of 11 |
| ESL – Dual Language Program | ¹² \$1,700 | \$2,000 | 3 of 11 |

Administrative/Professional – Market Salaries

| Pay Group | Employee Pay to Market | Pay Grade Midpoint to Market | Pay Grade Minimum to Market | Number of Benchmarks |
|---------------------------|------------------------|------------------------------|-----------------------------|----------------------|
| Central Administration | 99% | 100% | -- | 28 |
| Campus Admin & Counselors | 95% | 98% | -- | 10 |
| Professional | 96% | 99% | -- | 25 |
| Technology | 94% | 95% | -- | 6 |

Nonexempt – Market Salaries

| Pay Group | Employee Pay to Market | Pay Grade Midpoint to Market | Pay Grade Minimum to Market | Number of Benchmarks |
|----------------------------|------------------------|------------------------------|-----------------------------|----------------------|
| Clerical/Technical Support | 99% | 97% | 95% | 22 |
| Instructional Support | 86% | 93% | 91% | 6 |
| Auxiliary | 99% | 97% | 96% | 20 |
| Police | 89% | 90% | 98% | 3 |

Recommendation 1

Implement pay structure adjustments to align with market

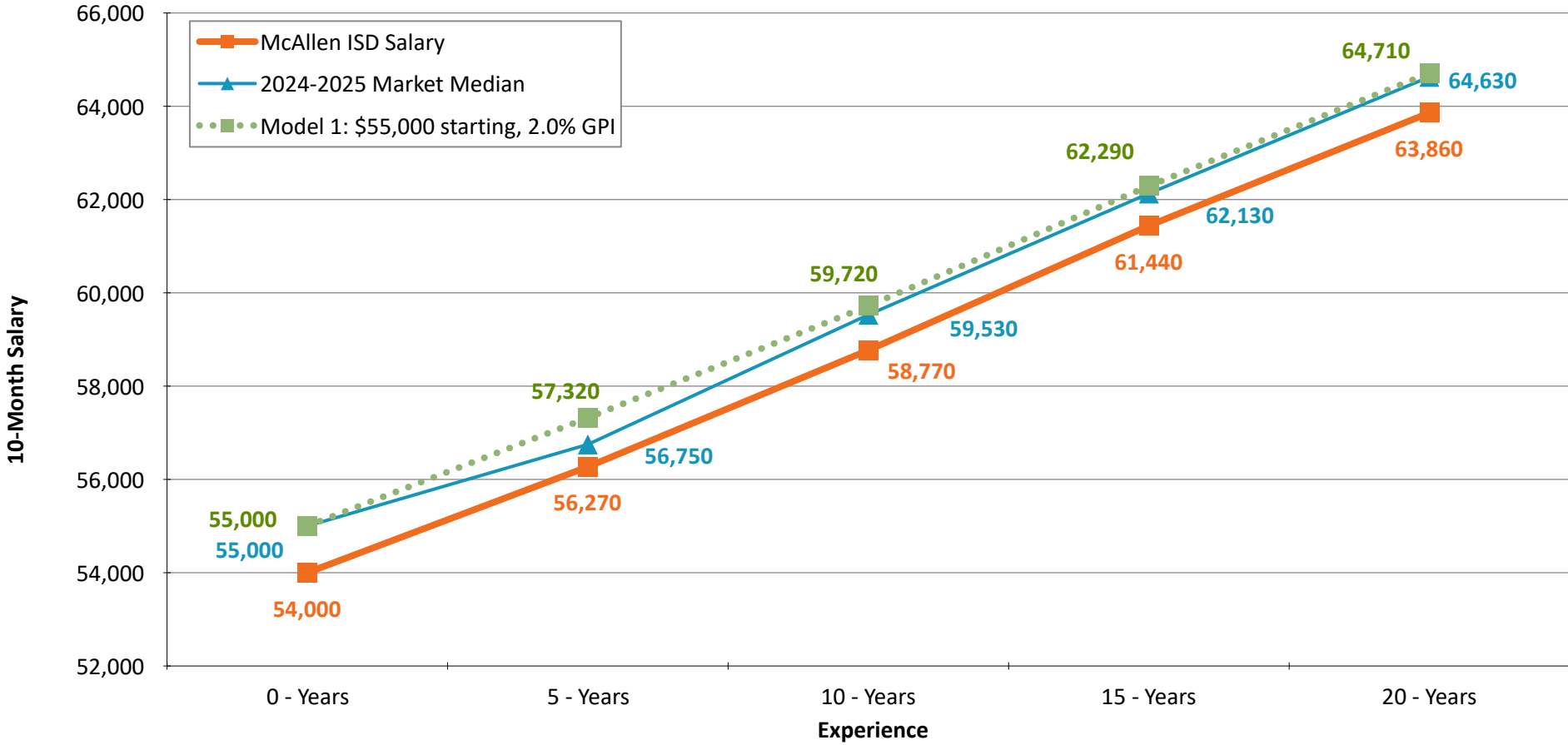
- Improved starting salaries
- Midpoints aligned with market
- New market competitive police and technology pay structures

Recommendation 2

Adopt a general pay increase (GPI) to maintain market position

- Model 1: 2% for all job groups
- Model 2: 3% for all job groups
- Model 3: 4% for all job groups
- For teacher structure, GPI calculated as a percentage of market median salary
- For other pay groups, GPI calculated as a percentage of employee's pay grade midpoint

Recommendation – 2% GPI Teachers



Recommendation – 2% GPI Teachers

| Teachers and Librarians Salary Plan Development | | | | | | | | |
|---|---------------------------------|---|------------------------------|---|--------------------------|---|------------------------------|---|
| McAllen ISD | | | | | | | | |
| Model 1: \$55,000 starting, 2.0% GPI | | | | | | | | |
| 2024-2025 Years of Exp | 2024-2025 New Hire Salary | + | 2.0% General Pay Increase | + | Additional Adjustment | = | 2025-2026 Years of Exp | 2025-2026 Proposed New Hire Salary |
| | | | | | | | 0 | \$55,000 |
| 0 | \$54,000 | + | \$1,250 | + | | = | 1 | \$55,250 |
| 1 | \$54,300 | + | \$1,250 | + | | = | 2 | \$55,550 |
| 2 | \$54,810 | + | \$1,250 | + | | = | 3 | \$56,060 |
| 3 | \$55,670 | + | \$1,250 | + | | = | 4 | \$56,920 |
| 4 | \$55,970 | + | \$1,250 | + | \$100 | = | 5 | \$57,320 |
| 5 | \$56,270 | + | \$1,250 | + | \$200 | = | 6 | \$57,720 |
| 6 | \$56,570 | + | \$1,250 | + | \$300 | = | 7 | \$58,120 |
| 7 | \$56,970 | + | \$1,250 | + | \$300 | = | 8 | \$58,520 |
| 8 | \$57,570 | + | \$1,250 | + | \$300 | = | 9 | \$59,120 |
| 9 | \$58,170 | + | \$1,250 | + | \$300 | = | 10 | \$59,720 |
| 10 | \$58,770 | + | \$1,250 | + | \$200 | = | 11 | \$60,220 |
| 11 | \$59,470 | + | \$1,250 | + | | = | 12 | \$60,720 |
| 12 | \$60,240 | + | \$1,250 | + | | = | 13 | \$61,490 |
| 13 | \$60,640 | + | \$1,250 | + | | = | 14 | \$61,890 |
| 14 | \$61,040 | + | \$1,250 | + | | = | 15 | \$62,290 |

| Current Market Median | | |
|-----------------------|----------------|---------------|
| Value | Compare Before | Compare After |

0 Years

| | | |
|--------|-----|------|
| 55,000 | 98% | 100% |
|--------|-----|------|

5 Years

| | | |
|--------|-----|------|
| 56,750 | 99% | 101% |
|--------|-----|------|

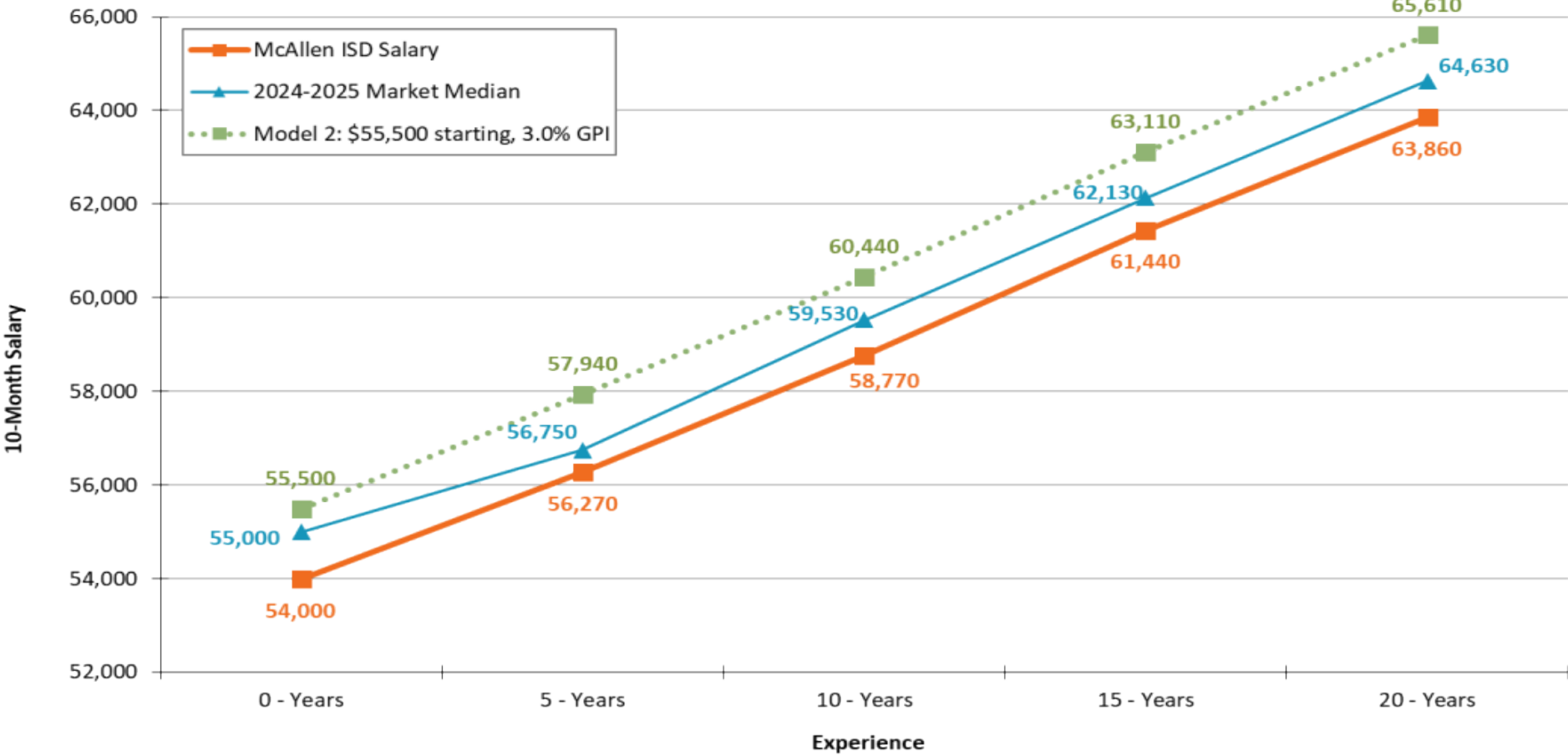
10 Years

| | | |
|--------|-----|------|
| 59,530 | 99% | 100% |
|--------|-----|------|

15 Years

| | | |
|--------|-----|------|
| 62,130 | 99% | 100% |
|--------|-----|------|

Recommendation – 3% GPI Teachers



Recommendation – 3% GPI Teachers

| Teachers and Librarians Salary Plan Development | | | | | | | |
|---|---------------------------------|------------------------------|---|--------------------------|---|------------------------------|---|
| McAllen ISD | | | | | | | |
| Model 2: \$55,500 starting, 3.0% GPI | | | | | | | |
| 2024-2025 Years of Exp | 2024-2025 New Hire Salary | 3.0% General Pay Increase | + | Additional Adjustment | = | 2025-2026 Years of Exp | 2025-2026 Proposed New Hire Salary |
| | | | | | | 0 | \$55,500 |
| 0 | \$54,000 | \$1,870 | + | | = | 1 | \$55,870 |
| 1 | \$54,300 | \$1,870 | + | | = | 2 | \$56,170 |
| 2 | \$54,810 | \$1,870 | + | | = | 3 | \$56,680 |
| 3 | \$55,670 | \$1,870 | + | | = | 4 | \$57,540 |
| 4 | \$55,970 | \$1,870 | + | \$100 | = | 5 | \$57,940 |
| 5 | \$56,270 | \$1,870 | + | \$200 | = | 6 | \$58,340 |
| 6 | \$56,570 | \$1,870 | + | \$300 | = | 7 | \$58,740 |
| 7 | \$56,970 | \$1,870 | + | \$300 | = | 8 | \$59,140 |
| 8 | \$57,570 | \$1,870 | + | \$300 | = | 9 | \$59,740 |
| 9 | \$58,170 | \$1,870 | + | \$400 | = | 10 | \$60,440 |
| 10 | \$58,770 | \$1,870 | + | \$300 | = | 11 | \$60,940 |
| 11 | \$59,470 | \$1,870 | + | \$100 | = | 12 | \$61,440 |
| 12 | \$60,240 | \$1,870 | + | | = | 13 | \$62,110 |
| 13 | \$60,640 | \$1,870 | + | \$100 | = | 14 | \$62,610 |
| 14 | \$61,040 | \$1,870 | + | \$200 | = | 15 | \$63,110 |

| Current Market Median | | |
|-----------------------|----------------|---------------|
| Value | Compare Before | Compare After |

0 Years

| | | |
|--------|-----|------|
| 55,000 | 98% | 101% |
|--------|-----|------|

5 Years

| | | |
|--------|-----|------|
| 56,750 | 99% | 102% |
|--------|-----|------|

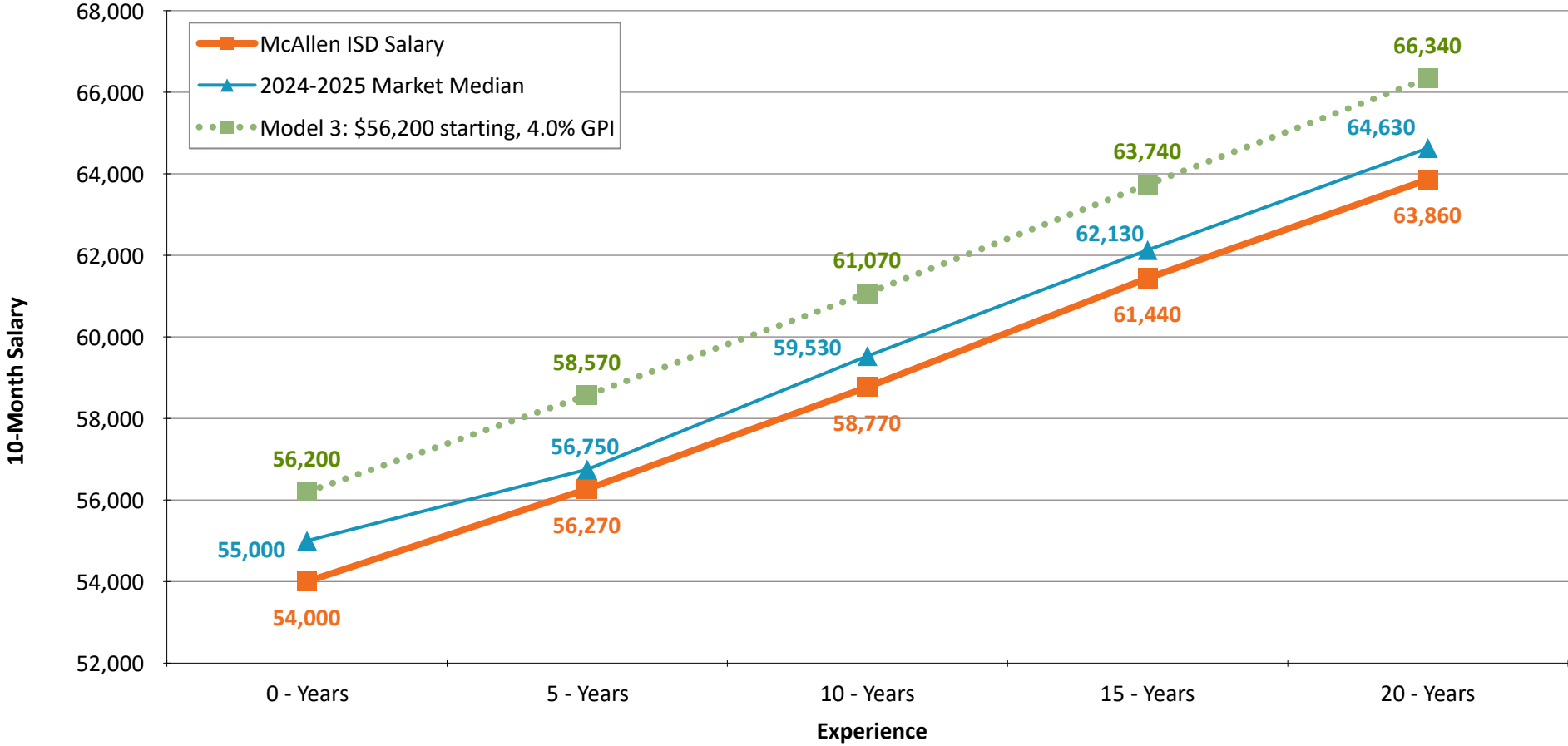
10 Years

| | | |
|--------|-----|------|
| 59,530 | 99% | 102% |
|--------|-----|------|

15 Years

| | | |
|--------|-----|------|
| 62,130 | 99% | 102% |
|--------|-----|------|

Recommendation – 4% GPI Teachers



Recommendation – 4% GPI Teachers

| Teachers and Librarians Salary Plan Development | | | | | | |
|---|---------------------------------|------------------------------|--------------------------|---|------------------------------|---|
| McAllen ISD | | | | | | |
| Model 3: \$56,200 starting, 4.0% GPI | | | | | | |
| 2024-2025 Years of Exp | 2024-2025 New Hire Salary | 4.0% General Pay Increase | Additional Adjustment | = | 2025-2026 Years of Exp | 2025-2026 Proposed New Hire Salary |
| | | | | | 0 | \$56,200 |
| 0 | \$54,000 | + | \$2,500 | + | = | 1 \$56,500 |
| 1 | \$54,300 | + | \$2,500 | + | = | 2 \$56,800 |
| 2 | \$54,810 | + | \$2,500 | + | = | 3 \$57,310 |
| 3 | \$55,670 | + | \$2,500 | + | = | 4 \$58,170 |
| 4 | \$55,970 | + | \$2,500 | + | \$100 = | 5 \$58,570 |
| 5 | \$56,270 | + | \$2,500 | + | \$200 = | 6 \$58,970 |
| 6 | \$56,570 | + | \$2,500 | + | \$300 = | 7 \$59,370 |
| 7 | \$56,970 | + | \$2,500 | + | \$300 = | 8 \$59,770 |
| 8 | \$57,570 | + | \$2,500 | + | \$300 = | 9 \$60,370 |
| 9 | \$58,170 | + | \$2,500 | + | \$400 = | 10 \$61,070 |
| 10 | \$58,770 | + | \$2,500 | + | \$300 = | 11 \$61,570 |
| 11 | \$59,470 | + | \$2,500 | + | \$100 = | 12 \$62,070 |
| 12 | \$60,240 | + | \$2,500 | + | = | 13 \$62,740 |
| 13 | \$60,640 | + | \$2,500 | + | \$100 = | 14 \$63,240 |
| 14 | \$61,040 | + | \$2,500 | + | \$200 = | 15 \$63,740 |

| Current Market Median | | |
|-----------------------|----------------|---------------|
| Value | Compare Before | Compare After |

0 Years

| | | |
|--------|-----|------|
| 55,000 | 98% | 102% |
|--------|-----|------|

5 Years

| | | |
|--------|-----|------|
| 56,750 | 99% | 103% |
|--------|-----|------|

10 Years

| | | |
|--------|-----|------|
| 59,530 | 99% | 103% |
|--------|-----|------|

15 Years

| | | |
|--------|-----|------|
| 62,130 | 99% | 103% |
|--------|-----|------|

Recommendation 3

Provide adjustments to address market differences and maintain equity

- Increase to 1 percent above minimum
- Strategic adjustments
- Teacher pay equity adjustments
- Placement scale adjustments

Recommendation 4

Consider increasing teaching area stipends and department chair incentives to align with market and improve recruitment and retention efforts in had-to-fill areas

| Stipend | Count | Current Stipend | Proposed Increase 2025-26 | Cost Increase |
|--------------------------|-------|-----------------|---------------------------|---------------|
| Subject Area Master's | 275 | \$2,000 | \$500 | \$137,500 |
| Secondary Math & Science | 194 | \$2,000 | \$500 | \$97,000 |
| SPED General Resource | 108 | \$1,200 | \$300 | \$32,400 |
| SPED High Needs | 45 | \$1,500 | \$500 | \$22,500 |
| Bilingual | 88 | \$1,200 | \$300 | \$26,400 |
| ESL Dual Language | 105 | \$1,700 | \$300 | \$31,500 |

Recommendation 5

Consider increasing teacher substitute rates to align with market values

- Non-Degreed – Increase by \$5 to \$90
- Short-term Degreed/Non-certified – Increase by \$5 to \$115
- Short-term Certified – increase by \$10 to \$135
- Long-term Degreed/Non-certified – No change
- Long-term Certified – Increase by \$10 to \$145

Recommendation 6

Include in base pay \$1,200 stipend paid to police officers who serve as K-9 handlers. Discontinue practice of paying a stipend for this role going forward.

Cost – Model 1 (2.0%)

| Pay Group | General Pay Increase | Adjustments | Estimated Total Increase |
|---------------------------|----------------------|--------------------|--------------------------|
| Teachers and Librarians | \$1,921,112 | \$439,410 | \$2,360,522 |
| Administrative Education | \$609,675 | \$131,580 | \$741,255 |
| Administrative Management | \$106,853 | \$27,859 | \$134,712 |
| Technology | \$43,256 | \$8,921 | \$52,177 |
| Clerical Technical | \$172,176 | \$20,135 | \$192,311 |
| Instructional Support | \$215,284 | \$335,003 | \$550,287 |
| Auxiliary | \$327,449 | \$135,863 | \$463,312 |
| Police | \$66,161 | \$85,982 | \$152,143 |
| Total | \$3,461,966 | \$1,184,753 | \$4,646,719 |
| % of Current Costs | 2.1% | 0.7% | 2.8% |

27

Cost – Model 2 (3.0%)

| Pay Group | General Pay | | Estimated Total |
|---------------------------|--------------------|--------------------|--------------------|
| | Increase | Adjustments | Increase |
| Teachers and Librarians | \$2,874,190 | \$560,927 | \$3,435,117 |
| Administrative Education | \$914,740 | \$111,196 | \$1,025,936 |
| Administrative Management | \$160,314 | \$17,416 | \$177,730 |
| Technology | \$64,903 | \$5,666 | \$70,569 |
| Clerical Technical | \$258,296 | \$7,955 | \$266,251 |
| Instructional Support | \$321,973 | \$250,129 | \$572,102 |
| Auxiliary | \$488,823 | \$79,720 | \$568,543 |
| Police | \$98,654 | \$60,877 | \$159,531 |
| Total | \$5,181,893 | \$1,093,886 | \$6,275,779 |
| % of Current Costs | 3.1% | 0.7% | 3.8% |

28

Cost – Model 3 (4.0%)

| Pay Group | General Pay Increase | Adjustments | Estimated Total Increase |
|---------------------------|----------------------|------------------|--------------------------|
| Teachers and Librarians | \$3,842,500 | \$576,125 | \$4,418,625 |
| Administrative Education | \$1,219,626 | \$88,183 | \$1,307,809 |
| Administrative Management | \$213,726 | \$11,713 | \$225,439 |
| Technology | \$86,718 | \$5,196 | \$91,914 |
| Clerical Technical | \$344,804 | \$2,499 | \$347,303 |
| Instructional Support | \$426,553 | \$172,764 | \$599,317 |
| Auxiliary | \$651,430 | \$37,197 | \$688,627 |
| Police | \$132,064 | \$38,325 | \$170,389 |
| Total | \$6,917,421 | \$932,002 | \$7,849,423 |
| % of Current Costs | 4.2% | 0.6% | 4.7% |

29

Luz Cadena, Senior HR and Compensation Consultant
800-580-7782
hrservices@tasb.org

Follow HR Services  @tasbhrs  tasb-hr-services  tasbhrs



Budget Workshop #4

Special Board Meeting
April 15, 2025



TASB Recommendations on Stipends

McAllen ISD

Teacher Stipend Comparisons, 2024-2025

| District | Student Enrollment | Master's Degree General | Master's Degree Subject-Area | Secondary Math | Secondary Science | Special Education General/Resource | Special Education High Needs | Bilingual | ESL General | ESL Dual Language | Foreign Language | National Board Certification |
|-------------------------------|--------------------|-------------------------|------------------------------|----------------|-------------------|------------------------------------|------------------------------|----------------|-------------|-------------------|------------------|------------------------------|
| 1 Brownsville ISD | 36,008 | \$1,500 | \$3,000 | | | | | \$1,260 | | | | |
| 2 Edinburg CISD | 33,911 | \$1,000 | \$2,000 | \$1,000 | \$1,000 | \$1,000 | \$2,000 | \$2,000 | \$500 | \$2,000 | | |
| 3 Donna ISD | 13,131 | | \$3,000 | \$2,500 | \$2,500 | \$1,500 | \$2,000 | \$2,000 | \$1,000 | \$2,000 | | \$3,000 |
| 4 Harlingen CISD | 17,034 | \$1,000 | \$3,000 | \$2,500 | \$2,500 | \$1,500 | \$2,000 | \$1,000 | \$1,000 | | | |
| 5 Hidalgo ISD | 3,010 | \$1,000 | \$3,000 | \$1,500 | \$1,500 | \$1,800 | \$1,800 | | | | | |
| 6 Mercedes ISD | 4,195 | | \$2,000 | \$500 | \$500 | \$1,000 | \$1,500 | \$1,500 | \$1,500 | | \$500 | |
| 7 Mission CISD | 14,350 | \$1,250 | \$3,000 | \$3,000 | \$3,000 | \$2,000 | \$2,500 | \$1,800 | \$1,700 | | \$2,200 | |
| 8 La Joya ISD | 23,998 | \$1,000 | \$2,000 | \$2,500 | \$2,500 | | \$3,000 | | \$1,000 | \$1,800 | | |
| 9 Pharr-San Juan-Alamo ISD | 29,397 | \$1,000 | \$2,000 | | | \$1,500 | \$1,500 | \$1,500 | | | | |
| 10 Sharyland ISD | 9,732 | \$1,500 | \$4,000 | \$2,500 | \$2,500 | \$1,000 | \$1,000 | \$1,000 | \$1,000 | | | |
| 11 Weslaco ISD | 16,268 | \$1,000 | \$2,000 | | | \$2,000 | \$5,000 | | | | | \$2,000 |
| McAllen ISD | 19,916 | | \$2,000 | \$2,000 | \$2,000 | \$1,200 | \$1,500 | \$1,200 | | \$1,700 | | |
| | Recommended | | \$2,500 | \$2,500 | \$2,500 | \$1,500 | \$2,000 | \$1,500 | | \$2,000 | | |
| Median Stipend | | \$1,000 | \$3,000 | \$2,500 | \$2,500 | \$1,500 | \$2,000 | \$1,500 | \$1,000 | \$2,000 | \$1,350 | \$2,500 |
| Average Stipend | | \$1,139 | \$2,636 | \$2,000 | \$2,000 | \$1,478 | \$2,230 | \$1,508 | \$1,100 | \$1,933 | \$1,350 | \$2,500 |
| Count | | 9 | 11 | 8 | 8 | 9 | 10 | 8 | 7 | 3 | 2 | 2 |
| Dollar Difference from Median | | | (\$1,000) | (\$500) | (\$500) | (\$300) | (\$500) | (\$300) | | (\$300) | | |

DRAFT



TASB Recommendations on Stipends

McAllen ISD Teacher Incentive Comparisons, 2024-2025

| District | Student Enrollment | Dept Chair/ Grade Leader HS | Dept Chair/ Grade Leader MS | Dept Chair/ Grade Leader ES | Mentor Teacher | Campus Assignment | Signing Bonus |
|-------------------------------|--------------------|-----------------------------------|-----------------------------------|-----------------------------------|-------------------|----------------------|------------------|
| 1 Brownsville ISD | 36,008 | \$1,500 | \$1,000 | \$750 | \$1,000 | | |
| 2 Donna ISD | 13,131 | | | | | | |
| 3 Edinburg CISD | 33,911 | \$1,200 | \$1,000 | | \$1,000 | | |
| 4 Harlingen CISD | 17,034 | \$2,000 | \$1,000 | | \$400 | | |
| 5 Hidalgo ISD | 3,010 | | | \$4,000 | \$700 | | |
| 6 La Joya | 23,998 | \$2,000 | | \$1,000 | | | \$1,000 |
| 7 Mercedes ISD | 4,195 | \$1,500 | \$800 | \$500 | \$500 | | |
| 8 Mission CISD | 14,350 | \$1,500 | \$800 | \$400 | \$500 | | \$2,000 |
| 9 Pharr-San Juan-Alamo ISD | 29,397 | \$1,100 | \$600 | \$300 | \$250 | | |
| 10 Sharyland ISD | 9,732 | \$1,500 | \$950 | \$400 | \$400 | | |
| 11 Weslaco ISD | 16,268 | \$2,000 | \$2,000 | \$2,000 | | | |
| McAllen ISD | 19,916 | \$1,500 | \$1,000 | \$400 | \$1,000 | \$500 | \$5,000 |
| | | Recommended | | \$600 | | | |
| Median Stipend | | \$1,500 | \$975 | \$625 | \$500 | N/A | \$1,500 |
| Average Stipend | | \$1,589 | \$1,019 | \$1,169 | \$594 | N/A | \$1,500 |
| Count | | 9 | 33 8 | 8 | 8 | 0 | 2 |
| Dollar Difference from Median | | \$0 | \$25 | (\$225) | \$500 | | \$3,500 |

DRAFT



TASB Recommendations on Substitute Pay

McAllen ISD Teacher Substitute Comparisons, 2024-2025

| District | Student Enrollment | Non-Degreed | Short-term Degreed/ Non-certified | Short-term Certified | Long-term Degreed/ Non-certified | Long-term Certified |
|-------------------------------|--------------------|-------------|--------------------------------------|----------------------|-------------------------------------|---------------------|
| 1 Brownsville ISD | 36,008 | \$100 | \$125 | \$150 | | |
| 2 Edinburg CISD | 33,911 | \$95 | \$95 | \$115 | \$115 | \$165 |
| 3 Harlingen CISD | 17,034 | \$80 | \$115 | \$135 | \$115 | \$135 |
| 4 Hidalgo ISD | 3,010 | | | | | |
| 5 Mercedes ISD | 4,195 | \$90 | \$110 | \$135 | \$115 | \$145 |
| 6 Mission CISD | 14,350 | \$100 | \$125 | \$185 | \$135 | \$200 |
| 7 Pharr-San Juan-Alamo ISD | 29,397 | \$105 | \$125 | \$180 | \$135 | \$190 |
| 8 Sharyland ISD | 9,732 | \$90 | \$105 | \$130 | \$105 | \$130 |
| 9 Weslaco ISD | 16,268 | \$105 | \$120 | \$150 | \$180 | \$210 |
| McAllen ISD | 19,916 | \$90 | \$110 | \$125 | \$120 | \$135 |
| | Recommended | \$95 | \$115 | \$135 | \$125 | \$145 |
| Median | | \$98 | \$118 | \$143 | \$115 | \$165 |
| Average | | \$96 | \$115 | \$148 | \$129 | \$168 |
| Count | | 8 | 34 8 | 8 | 7 | 7 |
| Dollar Difference from Median | | (\$8) | (\$8) | (\$18) | \$5 | (\$30) |

DRAFT



TASB Recommendations on Pay Scales

2025-2026 Proposed Administrative Education Pay Plan
McAllen ISD

| Pay Grade | Current Grade | Job Title | Calendars | Minimum | Midpoint | Maximum | |
|-----------|---------------|--|---------------|--------------|-----------------|-----------------|-----------------|
| 1 | | | | Daily | \$229.63 | \$275.00 | \$320.38 |
| | 1 | Piano Accompanist | 187 | 187 Days | 42,941 | 51,425 | 59,911 |
| 2 | | | | Daily | \$272.11 | \$325.88 | \$379.65 |
| | 2 | Attendance Officer, HS | 207 | 187 Days | 50,885 | 60,940 | 70,995 |
| | 2 | Audiologist Asst | 197 | 192 Days | 52,245 | 62,569 | 72,893 |
| | 2 | Facilitator, Parent & Family Engagement Program | 226 | 197 Days | 53,606 | 64,198 | 74,791 |
| | 2 | LSSP Intern | 187 | 201 Days | 54,694 | 65,502 | 76,310 |
| | 2 | Nurse | 192, 226 | 207 Days | 56,327 | 67,457 | 78,588 |
| | 2 | SLP Asst | 192 | 221 Days | 60,136 | 72,019 | 83,903 |
| | 2 | Social Worker | 187 | 226 Days | 61,497 | 73,649 | 85,801 |
| | 2 | Specialist, Graduation | 201 | | | | |
| | 2 | Specialist, Parent & Family Engagement | 187 | | | | |
| | 2 | Specialist, RDSPD Student Support | 207 | | | | |
| | 2 | Specialist, Stop Prevention | 221 | | | | |
| | 2 | Specialist, Student Transfer | 226 | | | | |
| 3 | | | | Daily | \$317.01 | \$379.65 | \$442.29 |
| | 3 | Coordinator, Campus Testing | 201 | 190 Days | 60,232 | 72,134 | 84,035 |
| | 3 | Counselor, ES | 190, 203 | 201 Days | 63,719 | 76,310 | 88,900 |
| | 3 | Counselor, HS | 201, 203 | 203 Days | 64,353 | 77,069 | 89,785 |
| | 3 | Counselor, MS | 201 | 207 Days | 65,621 | 78,588 | 91,554 |
| | 3 | Evaluator, Federal/ Special Funds | 226 | 212 Days | 67,206 | 80,486 | 93,765 |
| | 3 | Facilitator, GEAR UP | 203 | 217 Days | 68,791 | 82,384 | 95,977 |
| | 3 | Facilitator, Instructional Support | 217 | 221 Days | 70,059 | 83,903 | 97,746 |
| | 3 | Manager, Social Service Case | 212 | 226 Days | 71,644 | 85,801 | 99,958 |
| | 3 | Nurse, Head | 201 | | | | |
| | 3 | Specialist, College Admissions | 201 | | | | |
| | 3 | Specialist, Instructional Technology | 217 | | | | |
| | ↑ 2 | Specialist, Prevention Intervention (LPC) | 207, 226 | | | | |
| | 3 | Strategist, Federal Programs | 226 | | | | |
| | 3 | Strategist, Professional Learning | 221 | | | | |
| | 3 | Strategist, RDSPD Instruction | 203 | | | | |
| 4 | | | | Daily | \$332.86 | \$398.63 | \$464.40 |
| | 4 | Asst Principal, ES | 207 | 197 Days | 65,573 | 78,530 | 91,487 |
| | ↑ 3 | Athletic Trainer | 205 | 205 Days | 68,236 | 81,719 | 95,202 |
| | 4 | Counselor, Lead HS | 207 | 207 Days | 68,902 | 82,516 | 96,131 |
| | 4 | Diagnostician | 197 | 217 Days | 72,231 | 86,503 | 100,775 |
| | ↑ 3 | Supervisor, Family Treatment Program | 226 | 226 Days | 75,226 | 90,090 | 104,954 |
| | 4 | Supervisor, Regional Day School Program for the Deaf | 217 | | | | |
| 5 | | | | Daily | \$349.50 | \$418.56 | \$487.62 |
| | 5 | Asst Principal, MS | 207, 212, 222 | 192 Days | 67,104 | 80,364 | 93,623 |
| | 5 | Coordinator, Advanced Academics | 221 | 197 Days | 68,852 | 82,456 | 96,061 |
| | 5 | Coordinator, Career Technical Education | 221 | 207 Days | 72,347 | 86,642 | 100,937 |
| | 5 | Coordinator, Early Childhood Instruction | 221 | 212 Days | 74,094 | 88,735 | 103,375 |
| | 5 | Coordinator, Fine Arts | 221 | 217 Days | 75,842 | 90,828 | 105,814 |
| | 5 | Coordinator, Language Arts/Reading ES | 221 | 221 Days | 77,240 | 92,502 | 107,764 |
| | 5 | Coordinator, Language Arts/Reading Secondary | 221 | 222 Days | 77,589 | 92,920 | 108,252 |
| | 5 | Coordinator, Math ES | 221 | 226 Days | 78,987 | 94,595 | 110,202 |
| | 5 | Coordinator, Math Secondary | 221 | | | | |
| | 5 | Coordinator, Science ES | 221 | | | | |

2025-2026 Proposed Administrative Education Pay Plan
McAllen ISD

| Pay Grade | Current Grade | Job Title | Calendars | Minimum | Midpoint | Maximum | |
|-----------|---------------|--|-----------|--------------|-----------------|-----------------|-----------------|
| | 5 | Coordinator, Science Secondary | 221 | | | | |
| | 5 | Coordinator, Social Studies | 221 | | | | |
| | 5 | Coordinator, Student Assessment ES | 226 | | | | |
| | 5 | Coordinator, Student Assessment Secondary | 226 | | | | |
| | 5 | Facilitator, School Improvement | 212, 217 | | | | |
| | 5 | Occupational Therapist | 197 | | | | |
| | 5 | School Psychologist | 207 | | | | |
| | 5 | Speech Language Pathologist | 192 | | | | |
| 6 | | | | Daily | \$366.97 | \$439.49 | \$512.01 |
| | 6 | Asst Director, Student Operations | 226 | 212 Days | 77,798 | 93,172 | 108,546 |
| | 6 | Asst Principal, HS | 212, 222 | 221 Days | 81,100 | 97,127 | 113,154 |
| | 6 | Coordinator, Title I Migrant Program | 226 | 222 Days | 81,467 | 97,567 | 113,666 |
| | 6 | Dean of Instruction | 222 | 226 Days | 82,935 | 99,325 | 115,714 |
| | 6 | Instructional Support Officer | 226 | | | | |
| | ↑ 5 | Supervisor, Special Education | 221 | | | | |
| 7 | | | | Daily | \$387.16 | \$463.66 | \$540.16 |
| | 7 | Asst Director, Athletics | 226 | 226 Days | 87,498 | 104,787 | 122,076 |
| | 7 | Athletic Coordinator/Head Coach | 226 | | | | |
| 8 | | | | Daily | \$406.51 | \$486.84 | \$567.17 |
| | 8 | Director, Accountability | 226 | 212 Days | 86,180 | 103,210 | 120,240 |
| | 8 | Director, Bil/ESL/Foreign Language | 226 | 226 Days | 91,871 | 110,026 | 128,180 |
| | 8 | Director, Career & Technical Education | 226 | | | | |
| | 8 | Director, College/Career/Counseling | 226 | | | | |
| | 8 | Director, Digital Learning & Library Services | 226 | | | | |
| | 8 | Director, Health Services | 226 | | | | |
| | 8 | Director, Professional Learning & Literacy | 226 | | | | |
| | 8 | Director, Regional Day School for the Deaf | 226 | | | | |
| | 8 | Director, Student Assessment | 226 | | | | |
| | 8 | Principal, ES | 212 | | | | |
| | 8 | Principal, I&G Center | 212 | | | | |
| 9 | | | | Daily | \$426.84 | \$511.18 | \$595.52 |
| | 9 | Director, Advanced Academics | 226 | 217 Days | 92,624 | 110,926 | 129,228 |
| | 9 | Director, Athletics | 226 | 226 Days | 96,466 | 115,527 | 134,588 |
| | 9 | Director, Fine Arts | 226 | | | | |
| | 9 | Director, State & Federal Programs | 226 | | | | |
| | 9 | Director, UTRGV-McAllen ISD College Academy | 226 | | | | |
| | 9 | Principal, ECHS | 226 | | | | |
| | 9 | Principal, Lamar | 226 | | | | |
| | 9 | Principal, MS | 217 | | | | |
| 10 | | | | Daily | \$452.44 | \$541.85 | \$631.26 |
| | 10 | 36 Chief Human Resources Officer | 226 | 226 Days | 102,251 | 122,458 | 142,665 |
| | 10 | Exec Director, Special Education | 226 | | | | |
| | 10 | Principal, HS | 226 | | | | |
| 11 | | | | Daily | \$556.51 | \$666.48 | \$776.45 |
| | 11 | Associate Superintendent, Instructional Services | 226 | 226 Days | 125,771 | 150,624 | 175,478 |
| | 11 | Associate Superintendent, Leadership | 226 | | | | |
| | 11 | Staff Attorney | 226 | | | | |

DRAFT



TASB Recommendations on Pay Scales

2025-2026 Proposed Administrative Management Pay Plan
McAllen ISD

| Pay Grade | Current Grade | Job Title | Calendars | Minimum | Midpoint | Maximum |
|-----------|--|-----------|-----------|----------|----------|----------|
| 1 | | | | | | |
| 1 | Buyer | 226 | Daily | \$208.75 | \$250.00 | \$291.25 |
| 226 | Days | | | 47,178 | 56,500 | 65,823 |
| 1 | Specialist, Accounting | 226 | | | | |
| 1 | Specialist, Budget & Cost | 226 | | | | |
| 1 | Specialist, Student Outreach | 226 | | | | |
| 2 | | | | | | |
| 2 | Specialist, Facilities Safety | 226 | Daily | \$221.28 | \$265.00 | \$308.73 |
| 226 | Days | | | 50,009 | 59,890 | 69,773 |
| 2 | Specialist, Fixed Assets | 226 | | | | |
| 2 | Specialist, Inventory & Receiving | 226 | | | | |
| 2 | Specialist, Sourcing & Cost | 226 | | | | |
| 2 | Specialist, Student Data | 226 | | | | |
| 2 | Supervisor, CN Operations | 226 | | | | |
| 2 | Supervisor, CN Production | 226 | | | | |
| 2 | Supervisor, Mechanic Shop | 226 | | | | |
| 2 | Supervisor, Warehouse | 226 | | | | |
| 3 | | | | | | |
| 3 | Buyer, Senior | 226 | Daily | \$242.30 | \$290.18 | \$338.06 |
| 221 | Days | | | 53,548 | 64,130 | 74,711 |
| 226 | Days | | | 54,760 | 65,581 | 76,402 |
| 3 | Internal Staff Auditor | 226 | | | | |
| 3 | Staff Accountant I | 226 | | | | |
| 3 | Student Support Officer | 221, 226 | | | | |
| 4 | | | | | | |
| 4 | Analyst, Compensation/HR | 226 | Daily | \$266.53 | \$319.20 | \$371.87 |
| 226 | Days | | | 60,236 | 72,139 | 84,043 |
| 4 | Specialist, CN Menu & Production | 226 | | | | |
| 4 | Specialist, CNP Procurement | 226 | | | | |
| 4 | Specialist, Finance & Operations | 226 | | | | |
| 4 | Specialist, Finance CN | 226 | | | | |
| 4 | Specialist, Marketing Content | 226 | | | | |
| 4 | Staff Accountant II | 226 | | | | |
| 4 | System Analyst, Child Nutrition | 226 | | | | |
| 5 | | | | | | |
| 5 | Police Captain | 226 | Daily | \$293.19 | \$351.12 | \$409.05 |
| 226 | Days | | | 66,261 | 79,353 | 92,445 |
| 5 | Project Manager, Facilities Construction | 226 | | | | |
| 5 | Registered Dietician | 226 | | | | |
| 6 | | | | | | |
| 6 | Coordinator, Budget | 226 | Daily | \$332.76 | \$398.52 | \$464.28 |
| 226 | Days | | | 75,204 | 90,066 | 104,927 |
| 6 | Coordinator, Child Nutrition Operations | 226 | | | | |
| 6 | Coordinator, Payroll | 226 | | | | |
| 6 | Coordinator, Purchasing | 226 | | | | |
| 6 | Coordinator, Risk Management | 226 | | | | |
| 7 | | | | | | |
| 7 | Asst Director, Child Nutrition | 226 | Daily | \$369.37 | \$442.36 | \$515.35 |
| 226 | Days | | | 83,478 | 99,973 | 116,469 |
| 7 | Asst Director, Community Info | 226 | | | | |
| 7 | Asst Director, Facilities Maintenance/Operations | 226 | | | | |
| 7 | Asst Director, Transportation | 226 | | | | |

2025-2026 Proposed Administrative Management Pay Plan
McAllen ISD

| Pay Grade | Current Grade | Job Title | Calendars | Minimum | Midpoint | Maximum |
|-----------|---|-----------|-----------|----------|----------|----------|
| 8 | | | | | | |
| 8 | Director, Accounting | 226 | Daily | \$410.00 | \$491.02 | \$572.04 |
| 226 | Days | | | 92,660 | 110,971 | 129,281 |
| 8 | Director, Child Nutrition | 226 | | | | |
| 8 | Director, Employee Benefits & Risk Management | 226 | | | | |
| 8 | Director, Human Resources | 226 | | | | |
| 8 | Director, Marketing & Communications | 226 | | | | |
| 8 | Director, Payroll | 226 | | | | |
| 8 | Director, Purchasing | 226 | | | | |
| 8 | Director, Strategic Partnerships & Student Outreach | 226 | | | | |
| 8 | Director, Student Operations | 226 | | | | |
| 8 | Director, Transportation | 226 | | | | |
| 8 | Internal Auditor | 226 | | | | |
| 8 | Police Chief | 226 | | | | |
| 9 | | | | | | |
| 9 | Exec Director, Facilities & Maintenance Operations | 226 | Daily | \$455.10 | \$545.03 | \$634.96 |
| 226 | Days | | | 102,853 | 123,177 | 143,501 |
| 9 | Exec Director, Technology | 226 | | | | |
| 10 | | | | | | |
| 9 | Chief Financial Officer | 226 | Daily | \$543.84 | \$651.31 | \$758.78 |
| 226 | Days | | | 122,908 | 147,196 | 171,484 |
| AE10 | Chief Human Resources Officer | 226 | | | | |
| 11 | | | | | | |
| 11 | Deputy Superintendent, Business & District Operations | 226 | Daily | \$666.20 | \$797.85 | \$929.50 |
| 226 | Days | | | 150,561 | 180,314 | 210,067 |

DRAFT

TASB Recommendations on Pay Scales

NEW

2025-2026 Proposed Technology Pay Plan
McAllen ISD

*For hourly grades, annual amounts are based on 8 hours per day.

| Pay Grade | Current Grade | Job Title | Calendars | Minimum | Midpoint | Maximum | |
|-----------|---------------|---------------------------------------|-----------------------------------|----------|----------|----------|----------|
| 1 | CT7 | Technician, Tech Support | 226 | Hourly | \$21.85 | \$26.17 | \$30.48 |
| | | | | 226 Days | 39,505 | 47,306 | 55,108 |
| 2 | AM1 | Specialist, Cybersecurity Project | 226 | Daily | \$210.61 | \$252.23 | \$293.85 |
| | | | | 226 Days | 47,598 | 57,004 | 66,410 |
| 3 | AM3 | Specialist, Cybersecurity | 226 | Daily | \$234.84 | \$281.24 | \$327.64 |
| | | | | 226 Days | 53,074 | 63,560 | 74,047 |
| | | Specialist, Tech Resources | 226 | | | | |
| | | AM2 | Specialist, Tech Services Project | 226 | | | |
| 4 | AM4 | Specialist, Computer Network | 226 | Daily | \$266.54 | \$319.21 | \$371.88 |
| | | Specialist, Tech Finance & Operations | 226 | 226 Days | 60,238 | 72,141 | 84,045 |
| | | | | | | | |
| 5 | AM5 | Network Analyst | 226 | Daily | \$295.86 | \$354.32 | \$412.78 |
| | | Systems Analyst | 226 | 226 Days | 66,864 | 80,076 | 93,288 |
| | | | | | | | |
| 6 | AM6 | Coordinator, Cybersecurity Compliance | 226 | Daily | \$346.15 | \$414.55 | \$482.95 |
| | | Coordinator, Network | 226 | 226 Days | 78,230 | 93,688 | 109,147 |
| | | Coordinator, Systems & Data | 226 | | | | |
| | | Coordinator, Tech Services & Support | 226 | | | | |
| | | Systems Administrator | 226 | | | | |
| | | | | | | | |
| 7 | AM8 | Director, Technology | 226 | Daily | \$415.38 | \$497.46 | \$579.54 |
| | | | | 226 Days | 93,876 | 112,426 | 130,976 |

DRAFT

TASB Recommendations on Pay Scales

2025-2026 Proposed Clerical Technical Pay Plan
McAllen ISD

| Pay Grade | Current Grade | Job Title | Calendars | Minimum | Midpoint | Maximum |
|-----------|---------------|---|-----------|-----------------|----------|---------|
| 1 | | | | | | |
| | 1 | Clerk, Administration | 226 | Hourly \$13.50 | \$16.15 | \$18.80 |
| | 1 | Clerk, Attendance HS | 201 | 197 Days 21,276 | 25,452 | 29,629 |
| | 1 | Clerk, Campus ES | 197, 207 | 201 Days 21,708 | 25,969 | 30,230 |
| | 1 | Clerk, Campus HS | 226 | 207 Days 22,356 | 26,744 | 31,133 |
| | 1 | Clerk, Campus MS | 201 | 221 Days 23,868 | 28,553 | 33,238 |
| | 1 | Clerk, Federal Programs | 226 | 226 Days 24,408 | 29,199 | 33,990 |
| | 1 | Clerk, Parent & Family Engagement Program | 226 | | | |
| | 1 | Clerk, Professional Learning | 221 | | | |
| | 1 | Clerk, SPED | 197, 226 | | | |
| | 1 | Clerk, Testing | 221 | | | |
| | 1 | Receptionist, Campus | 226 | | | |
| 2 | | | | | | |
| | 2 | Asst Registrar, HS | 226 | Hourly \$14.70 | \$17.61 | \$20.52 |
| | 2 | Clerk, Attendance AECHS & Lamar | 222 | 197 Days 23,167 | 27,753 | 32,340 |
| | 2 | Clerk, Attendance Head | 226 | 201 Days 23,638 | 28,317 | 32,996 |
| | 2 | Clerk, Counselor | 201, 203 | 203 Days 23,873 | 28,599 | 33,324 |
| | 2 | Clerk, Family Treatment Program | 201 | 207 Days 24,343 | 29,162 | 33,981 |
| | 2 | Clerk, Fixed Assets | 212, 226 | 212 Days 24,931 | 29,867 | 34,802 |
| | 2 | Clerk, Student Data | 197, 226 | 221 Days 25,990 | 31,134 | 36,279 |
| | 2 | Receptionist/Clerk, Admin | 226 | 222 Days 26,107 | 31,275 | 36,444 |
| | 2 | Secretary, Asst Principal | 212 | 226 Days 26,578 | 31,839 | 37,100 |
| | 2 | Secretary, Coordinator | 221 | | | |
| | 2 | Secretary, Counselor | 203, 207 | | | |
| | 2 | Secretary, Dean of Instruction | 222 | | | |
| | 2 | Secretary, Parent & Family Engagement Program | 226 | | | |
| 3 | | | | | | |
| | 3 | Clerk, Data Processing | 226 | Hourly \$15.80 | \$18.92 | \$22.04 |
| | 3 | Clerk, Data Processing ES | 212 | 212 Days 26,797 | 32,088 | 37,380 |
| | 3 | Clerk, Data Processing HS | 212, 222 | 217 Days 27,429 | 32,845 | 38,261 |
| | 3 | Clerk, Data Processing MS | 217 | 222 Days 28,061 | 33,602 | 39,143 |
| | | | | 226 Days 28,566 | 34,207 | 39,848 |
| 4 | | | | | | |
| | 4 | Bookkeeper | 226 | Hourly \$17.25 | \$20.66 | \$24.07 |
| | 4 | Bookkeeper, HS | 217 | 207 Days 28,566 | 34,213 | 39,860 |
| | 4 | Clerk, Accounts Payable | 226 | 212 Days 29,256 | 35,039 | 40,823 |
| | 4 | Clerk, Data Management | 207, 226 | 217 Days 29,946 | 35,866 | 41,786 |
| | 4 | Clerk, SPED Data Management | 226 | 222 Days 30,636 | 36,692 | 42,748 |
| | 4 | Clerk, SPED Medicaid | 207 | 226 Days 31,188 | 37,353 | 43,519 |
| | 4 | Migrant Student Recruiter | 226 | | | |
| | 4 | Registrar, HS | 222, 226 | | | |
| | 4 | Secretary, Maintenance & Operations | 226 | | | |
| | 4 | Secretary, Principal ES | 212 | | | |
| | 4 | Secretary, Principal I&G | 212 | | | |
| | 4 | Secretary, Principal MS | 212, 217 | | | |

2025-2026 Proposed Clerical Technical Pay Plan
McAllen ISD

| Pay Grade | Current Grade | Job Title | Calendars | Minimum | Midpoint | Maximum |
|-----------|---------------|---|-----------|-----------------|----------|---------|
| 5 | | | | | | |
| | 5 | Clerk, Accounting | 226 | Hourly \$19.00 | \$22.76 | \$26.52 |
| | 5 | Clerk, Human Resources | 226 | 221 Days 33,592 | 40,240 | 46,887 |
| | 5 | Clerk, Payroll | 226 | 226 Days 34,352 | 41,150 | 47,948 |
| | 5 | Clerk, Purchasing | 226 | 242 Days 36,784 | 44,063 | 51,343 |
| | 5 | Clerk, Warehouse | 242 | | | |
| | 5 | Secretary, Director | 221, 226 | | | |
| | 5 | Secretary, Migrant Program | 226 | | | |
| | 5 | Secretary, Principal HS | 226 | | | |
| | 5 | Secretary, Support Services | 226 | | | |
| 6 | | | | | | |
| | 6 | Specialist, Facilities Procurement Operations | 226 | Hourly \$20.33 | \$24.36 | \$28.39 |
| | 6 | Specialist, Internal Audit | 226 | 226 Days 36,757 | 44,043 | 51,329 |
| | 6 | Specialist, Stop Grant | 226 | | | |
| 7 | | | | | | |
| | 7 | Secretary, Human Resources | 226 | Hourly \$21.75 | \$26.05 | \$30.35 |
| | 7 | Secretary, Instruction Services | 226 | 226 Days 39,324 | 47,098 | 54,873 |
| | 7 | Secretary, Instructional Leadership | 226 | | | |
| | 7 | Secretary, Legal Counsel | 226 | | | |
| | 7 | Specialist, District Budget | 226 | | | |
| | 7 | Specialist, Employee Benefit Accounting | 226 | | | |
| | 7 | Specialist, Employee Leave Benefits | 226 | | | |
| | 7 | Specialist, Payroll | 226 | | | |
| | 7 | Specialist, PEIMS | 226 | | | |
| | 7 | Specialist, Position Control | 226 | | | |
| | 7 | Specialist, Workers Compensation | 226 | | | |
| | 7 | Student Recruiter | 226 | | | |
| | 7 | Technician, Tech Support | 226 | | | |
| 8 | | | | | | |
| | 8 | Secretary, Board of Trustees | 226 | Hourly \$24.25 | \$29.04 | \$33.83 |
| | 8 | Secretary, Deputy Superintendent | 226 | 226 Days 43,844 | 52,504 | 61,165 |
| | 8 | Specialist, Certification | 226 | | | |
| | 8 | Specialist, Classified Personnel | 226 | | | |
| | 8 | Specialist, Employee Benefits | 226 | | | |
| 9 | | | | | | |
| | 9 | 38 TV Video/Editor | 217 | Hourly \$25.85 | \$30.78 | \$35.71 |
| | 9 | Secretary, Superintendent | 226 | 217 Days 44,876 | 53,434 | 61,993 |
| | | | | 226 Days 46,737 | 55,650 | 64,564 |

DRAFT

TASB Recommendations on Pay Scales

2025-2026 Proposed Instructional Support Pay Plan

McAllen ISD

| Pay Grade | Current Grade | Job Title | Calendars | Minimum | Midpoint | Maximum | |
|-----------|---------------|--|-----------|-----------------|----------------|----------------|----------------|
| 1 | | | | Hourly | \$13.75 | \$16.50 | \$19.25 |
| | | | | 187 Days | 20,570 | 24,684 | 28,798 |
| | 1 | Instructional Asst, AEP | 187 | | | | |
| | 1 | Instructional Asst, At Risk | 187 | | | | |
| | 1 | Instructional Asst, Bilingual | 187 | | | | |
| | 1 | Instructional Asst, CTE | 187 | | | | |
| | 1 | Instructional Asst, Early Childhood | 187 | | | | |
| | 1 | Instructional Asst, Instruction & Guidance | 187 | | | | |
| | 1 | Instructional Asst, ISS | 187 | | | | |
| | 1 | Instructional Asst, Parental Involvement | 187 | | | | |
| | 1 | Instructional Asst, Physical Education | 187 | | | | |
| | 1 | Instructional Asst, PreK | 187 | | | | |
| | 1 | Instructional Asst, Sci-Tech Lab | 187 | | | | |
| 2 | | | | Hourly | \$14.50 | \$17.37 | \$20.24 |
| | | | | 187 Days | 21,692 | 25,986 | 30,279 |
| | | | | 192 Days | 22,272 | 26,680 | 31,089 |
| | 2 | Health Asst | 192 | | | | |
| | 2 | Instructional Asst, Dyslexia | 187 | | | | |
| | 2 | Instructional Asst, Resource Media | 187 | | | | |
| | 2 | Instructional Asst, SPED | 187 | | | | |
| | 2 | Instructional Asst, Technology Support | 187 | | | | |
| 3 | | | | Hourly | \$15.30 | \$18.33 | \$21.36 |
| | | | | 187 Days | 22,889 | 27,422 | 31,955 |
| | 3 | Instructional Asst, Radio TV Program | 187 | | | | |
| | 3 | Instructional Asst, RDSPD | 187 | | | | |
| | 3 | Instructional Asst, RDSPD Oral | 187 | | | | |
| | ↑ | 2 Instructional Asst, SPED EC | 187 | | | | |
| | ↑ | 2 Instructional Asst, SPED SC | 187 | | | | |
| | 3 | Instructional Asst, VI | 187 | | | | |
| 4 | | | | Hourly | \$16.25 | \$19.46 | \$22.67 |
| | | | | 187 Days | 24,310 | 29,112 | 33,914 |
| | 4 | Reserved for Future Use | 187 | | | | |
| 5 | | | | Hourly | \$19.50 | \$23.35 | \$27.20 |
| | | | | 192 Days | 29,952 | 35,866 | 41,779 |
| | 5 | LVN | 192 | | | | |

DRAFT

TASB Recommendations on Pay Scales

2025-2026 Proposed Auxiliary Pay Plan
McAllen ISD

| Pay Grade | Current Grade | Job Title | Calendars | Minimum | Midpoint | Maximum |
|-----------|---------------|--|------------------------------------|-----------------|----------|---------|
| 1 | | | | | | |
| | 1 | Bus Aide | 187 | Hourly \$12.50 | \$14.85 | \$17.20 |
| | 1 | Custodian | 242 | 187 Days 18,700 | 22,216 | 25,731 |
| | 1 | Custodian Itinerant | 242 | 242 Days 24,200 | 28,750 | 33,299 |
| 2 | | | | | | |
| | 2 | Child Nutrition Worker, ES | 187 | Hourly \$13.00 | \$15.48 | \$17.96 |
| | 2 | Custodian, Lead HS | 242 | 187 Days 19,448 | 23,158 | 26,868 |
| | | | | 242 Days 25,168 | 29,969 | 34,771 |
| 3 | | | | | | |
| | 3 | Child Nutrition Worker, CK/MS/HS | 187 | Hourly \$13.85 | \$16.49 | \$19.13 |
| | 3 | Child Nutrition Worker, ES Self Prep | 187 | 187 Days 20,720 | 24,669 | 28,618 |
| | 3 | Custodian, Head I Admin | 242 | 242 Days 26,814 | 31,925 | 37,036 |
| | 3 | Custodian, Head I ES | 242 | | | |
| | 3 | Electrician, Helper | 242 | | | |
| | 3 | General Maintenance Worker | 242 | | | |
| | ↑ | 2 | Groundskeeper | 242 | | |
| | 3 | Plumber, Helper | 242 | | | |
| 4 | | | | | | |
| | 4 | Ag Facility Asst | 226 | Hourly \$14.80 | \$17.62 | \$20.44 |
| | ↑ | 3 | Custodian, Head I HS | 226 Days 26,758 | 31,857 | 36,956 |
| | ↑ | 3 | Custodian, Head I MS | 242 Days 28,653 | 34,112 | 39,572 |
| | ↑ | 3 | Groundskeeper, HS Athletic Complex | 242 | | |
| | 4 | Warehouse/Delivery Worker | 242 | | | |
| 5 | | | | | | |
| | 5 | Asst Manager, Child Nutrition ES | 187 | Hourly \$15.85 | \$18.87 | \$21.89 |
| | ↑ | 4 | Custodian, Head II HS | 187 Days 23,712 | 28,230 | 32,747 |
| | ↑ | 4 | General Maintenance, Campus | 242 Days 30,686 | 36,532 | 42,379 |
| | 5 | HVAC, Duct Cleaner | 242 | | | |
| 6 | | | | | | |
| | 6 | Asst Manager, Child Nutrition CK/MS/HS | 221 | Hourly \$17.45 | \$20.77 | \$24.09 |
| | 6 | Asst Manager, Child Nutrition ES Self Prep | 187 | 187 Days 26,105 | 31,072 | 36,039 |
| | ↑ | 5 | Painter | 221 Days 30,852 | 36,721 | 42,591 |
| | ↑ | 5 | Roofer | 242 Days 33,783 | 40,211 | 46,638 |
| | ↑ | 5 | Specialist, Irrigation | 242 | | |
| | 6 | Warehouse Leader | 242 | | | |
| | 6 | Warehouse Leader, CNP | 242 | | | |
| 7 | | | | | | |
| | ↑ | 6 | Carpenter | Hourly \$18.70 | \$22.26 | \$25.82 |
| | ↑ | 6 | Dispatcher | 187 Days 27,975 | 33,301 | 38,627 |
| | ↑ | 6 | General Maintenance, Leader | 242 Days 36,203 | 43,095 | 49,988 |
| | ↑ | 6 | Locksmith | 242 | | |
| | 7 | Manager, Child Nutrition ES | 187 | | | |
| | ↑ | 6 | Painter, Crew Leader | 242 | | |
| | ↑ | 6 | Technician, Transportation Safety | 242 | | |

2025-2026 Proposed Auxiliary Pay Plan
McAllen ISD

| Pay Grade | Current Grade | Job Title | Calendars | Minimum | Midpoint | Maximum | |
|-----------|---------------|--|-------------------------------------|-----------------|-----------------|---------|---------|
| 8 | | | | | | | |
| | ↑ | 7 | Electrician, Journeyman | 242 | Hourly \$20.20 | \$24.04 | \$27.88 |
| | 8 | Manager, Child Nutrition ES Self-Prep | 187 | 187 Days 30,219 | 35,964 | 41,708 | |
| | 8 | Manager, Child Nutrition HS Specialty | 221 | 221 Days 35,714 | 42,503 | 49,292 | |
| | 8 | Manager, Child Nutrition MS Specialty | 221 | 242 Days 39,107 | 46,541 | 53,976 | |
| | 8 | Manager, Child Nutrition MS/HS Specialty | 221 | | | | |
| | ↑ | 7 | Mechanic | 242 | | | |
| | ↑ | 7 | Plumber, Journeyman | 242 | | | |
| | ↑ | 7 | Technician, CN Equipment | 242 | | | |
| | ↑ | 7 | Technician, HVAC | 242 | | | |
| | ↑ | 7 | Technician, Transportation Route | 242 | | | |
| 9 | | | | | | | |
| | ↑ | 8 | Electrician, Master | 242 | Hourly \$22.00 | \$26.19 | \$30.38 |
| | 9 | Manager, Child Nutrition Comprehensive HS/CK | 221 | 221 Days 38,896 | 46,304 | 53,712 | |
| | 9 | Processor, Instructional Materials | 226 | 226 Days 39,776 | 47,352 | 54,927 | |
| | | | | 242 Days 42,592 | 50,704 | 58,816 | |
| 10 | | | | | | | |
| | ↑ | 9 | Supervisor, Area Custodial Services | 242 | Hourly \$23.25 | \$27.67 | \$32.09 |
| | ↑ | 9 | Supervisor, Auxiliary Services | 242 | 242 Days 45,012 | 53,569 | 62,126 |
| | ↑ | 9 | Supervisor, Electrician | 242 | | | |
| | ↑ | 9 | Supervisor, HVAC | 242 | | | |
| | ↑ | 9 | Supervisor, Plumbing | 242 | | | |
| BD | | | | | | | |
| | BD | Bus Driver | 187 | Hourly \$18.00 | \$21.43 | \$24.86 | |
| | | | | 187 Days 26,928 | 32,059 | 37,191 | |

DRAFT

TASB Recommendations on Pay Scales

NEW

2025-2026 Proposed Police Pay Plan
McAllen ISD

| Pay Grade | Current Grade | Job Title | Calendars | | Minimum | Midpoint | Maximum |
|-----------|---------------|------------------------------|-----------|----------|---------|----------|---------|
| 1 | | | | Hourly | \$17.85 | \$21.25 | \$24.65 |
| | 5 | Communication Officer | 244 | 187 Days | 26,704 | 31,790 | 36,876 |
| | 5 | Security Camera Monitor | 187, 226 | 226 Days | 32,273 | 38,420 | 44,567 |
| | | | | 244 Days | 34,843 | 41,480 | 48,117 |
| 2 | | | | Hourly | \$22.25 | \$26.49 | \$30.73 |
| | 8 | Police Officer I | 217, 226 | 217 Days | 38,626 | 45,987 | 53,347 |
| | | | | 226 Days | 40,228 | 47,894 | 55,560 |
| 3 | | | | Hourly | \$23.75 | \$28.27 | \$32.79 |
| | 9 | Police Investigator | 226 | 226 Days | 42,940 | 51,112 | 59,284 |
| | 9 | Specialist, Crime Prevention | 226 | | | | |
| 4 | | | | Hourly | \$28.50 | \$33.93 | \$39.36 |
| | 11 | Sergeant | 226 | 226 Days | 51,528 | 61,345 | 71,163 |

DRAFT

Budget Goals

- Prioritize student programs and instructional support
- Ensure every employee retains employment
- Offer competitive compensation packages
- Maintain affordable, sustainable employee health insurance



No Increase Since 2019 → The Basic Allotment remains \$6,160 per student, while inflation has risen nearly 22.7%.

Rising Costs, Strained Budgets

- Higher costs for supplies, utilities, and staff salaries.
- Harder to retain teachers and fund programs.

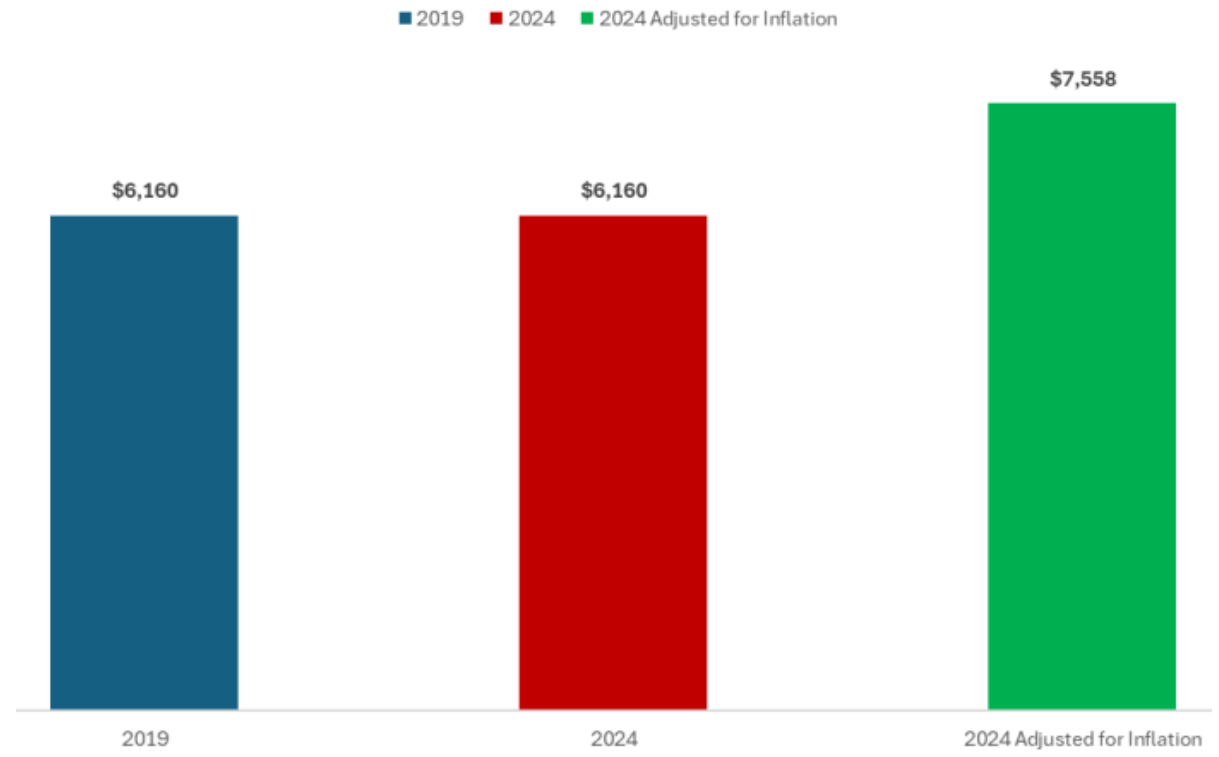
Waiting on Legislative Action

- House Bill 2 Committee Substitute proposes increasing the Basic Allotment by \$395, raising it to \$6,555 per student.
- To match inflation since 2019, the per-student funding would need to increase by at least \$1,398.

Why This Matters

- Without action, funding shortfalls will impact classrooms, teacher retention, and student programs.
- Parent voices matter! We kindly ask for parents to stay informed and advocate for better school funding.

Basic Allotment vs. Inflation Over Time



Expenditure Trend Monitoring

Expenditures Per Student



| | FY 2020 | FY 2021 | FY 2022 | FY 2023 | FY 2024 |
|--------------------------|-------------|-------------|-------------|-------------|-------------|
| Expenditures Per Student | \$14,342.86 | \$14,060.02 | \$15,261.48 | \$15,820.24 | \$16,769.09 |

Truth-in-Taxation and Budget Timeline

Spring Planning

April

- **Preliminary Property Values:** Hidalgo County Appraisal District provides preliminary property values by the end of April for initial planning.

May

- **Budget Development:** The District finalizes its proposed budget based on anticipated revenue, expenditures, and preliminary property values.
- **Tax Worksheet Submission:** The District submits the Tax Rate Calculation Worksheet to Hidalgo County Appraisal District.
- **Truth-in-Taxation Notice:** Published in a local newspaper, this notice includes the proposed tax rate, comparisons to the No-New-Revenue and Voter-Approval Tax Rates, and public hearing details.

June

- **Proposed Budget Posting:** The proposed budget is posted on the District website.
- **Public Hearing:** The Board holds a public hearing to present the proposed budget and tax rate for community input.
- **Budget Approval:** The Board approves the District's budget.

Truth-in-Taxation and Budget Timeline

Summer / Fall Adoption

July

- **Certified Property Values:** Hidalgo County Appraisal District provides certified values to finalize tax rate calculations.
- **Local Property Value Survey:** Submitted to TEA for review.

August

- **TEA Guidance:** TEA releases the Maximum Compressed Tax Rate (MCR).
- **State Aid Template Update:** The District updates state funding projections based on certified values.

September

- **Tax Rate Adoption:** The Board adopts the final tax rate for the fiscal year.

October

- **Tax Bills Issued:** Hidalgo County Appraisal District mails tax bills to property owners.

January

- **Property Value Certification:** The State Comptroller certifies property values for state funding and accountability.

- SB 2 Signed into Law: July 22, 2023
- Homestead Exemption (HE) Increase:
 - Raised from \$40,000 to \$100,000
- SB 4 03/25/25 Referred to House Committee on House Ways and Means
 - Proposes to raise HE from \$100,000 to \$140,000

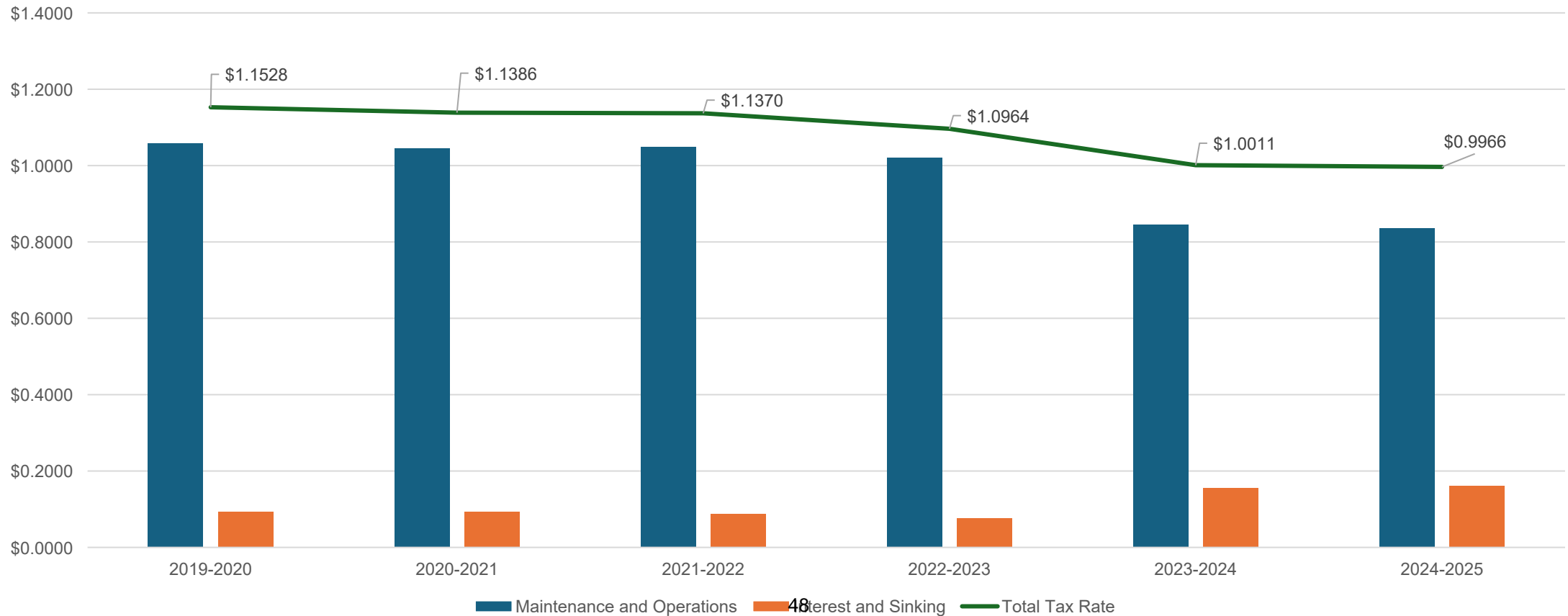
School District Tax Rate Compression:

- Lowers local property tax rates while maintaining school funding through state contributions
- Impact on Schools:
 - State funding offsets reduced local tax revenue.
 - Districts must update budgets and tax rates to comply with the new law.



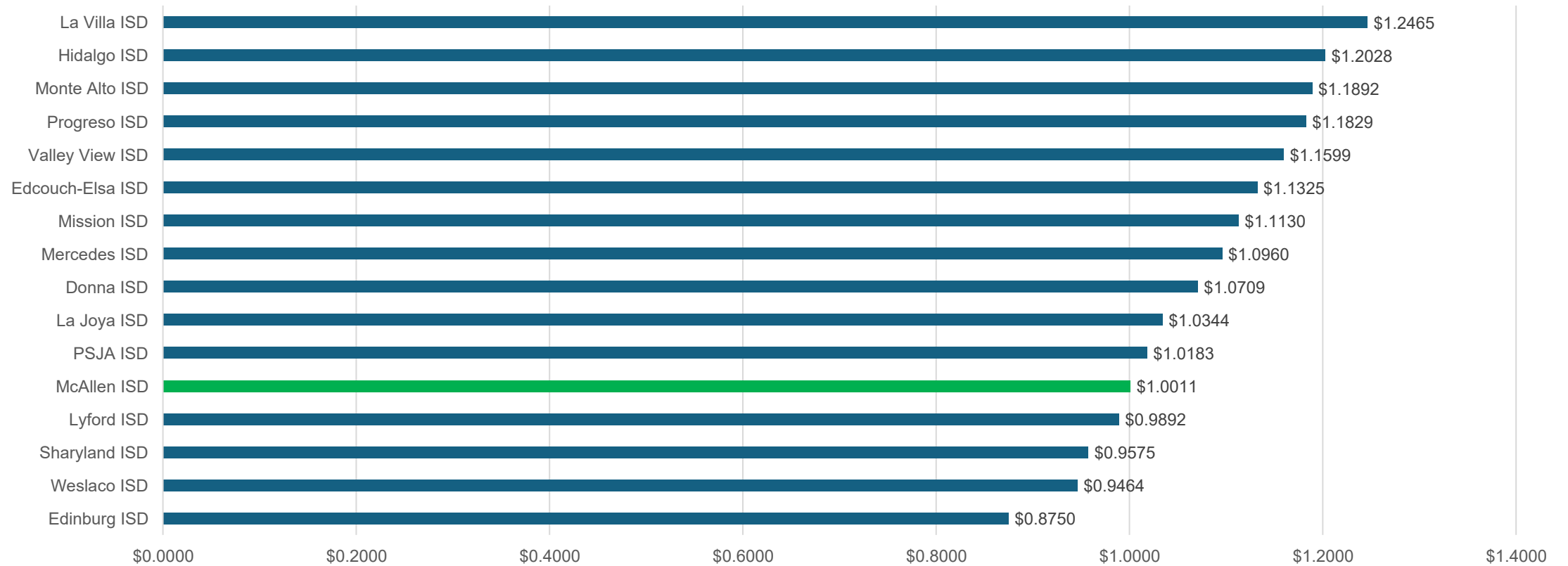
Tax Rate Historical Trend

Tax Rate Historical Trend (Per \$100)



Tax Rate Comparison

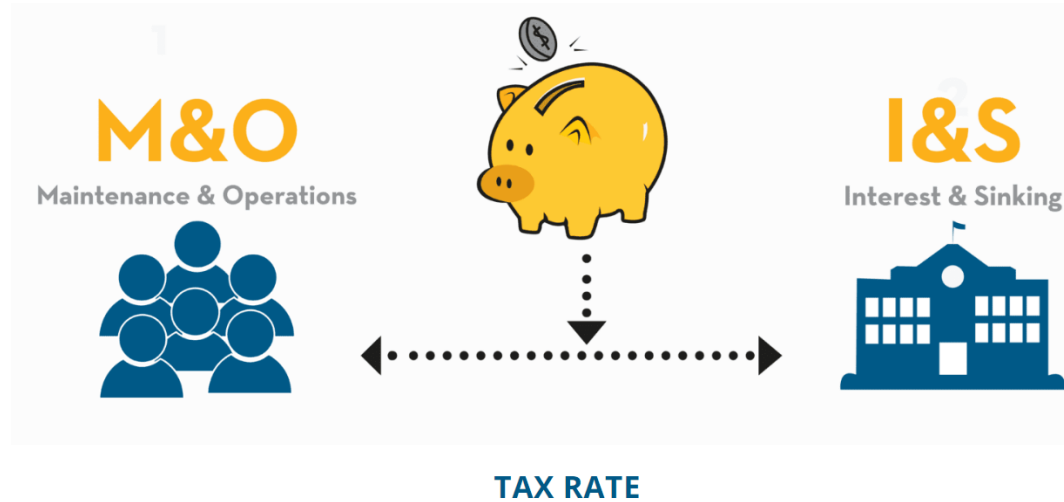
2023-2024 Tax Rate Comparison



Two Parts of the Tax Rate

Maintenance and Operations

- Fund the district's operating expenses, including salaries, fuel, utilities, supplies, equipment, and contracted services.
- **Tier I:** Set by the state to ensure basic funding needs are met.
- **Tier II:** Allows districts to generate additional revenue with voter approval.



Interest and Sinking

- Used to repay debt on voter-approved bonds.
- Ensures funding for construction, renovations, and other long-term capital projects.

M&O Rate Breakdown: Tier I and Tier II



Tier I

- Set by the state’s Maximum Compressed Rate (MCR) to ensure equitable school funding.
- **Current Rate: \$0.6650**

Tier II

- Golden Pennies: \$0.0800
- Copper Pennies: \$0.0900
 - Requires voter approval.
- **Current Total Tier II Rate: \$0.1700**

Total M&O Rate

- **Tier I: \$0.6650**
- **Tier II: \$0.1700**
- **Total M&O Rate: \$0.8350**

Tier II: Golden & Copper Pennies Explained

Tier II provides local enrichment funding through Golden and Copper Pennies.

Golden Pennies (First 8 cents):

- No voter approval required
- Higher state matching
- Generate \$129.52 per WADA

Copper Pennies (Next 9 cents):

- Require voter approval (TRE)
- Lower state matching
- Generate \$49.28 per WADA

Maximum Tier II Rate:

- Districts may levy up to \$0.17 total for Golden + Copper Pennies

House Bill 2 (HB2): Funding Shift Overview

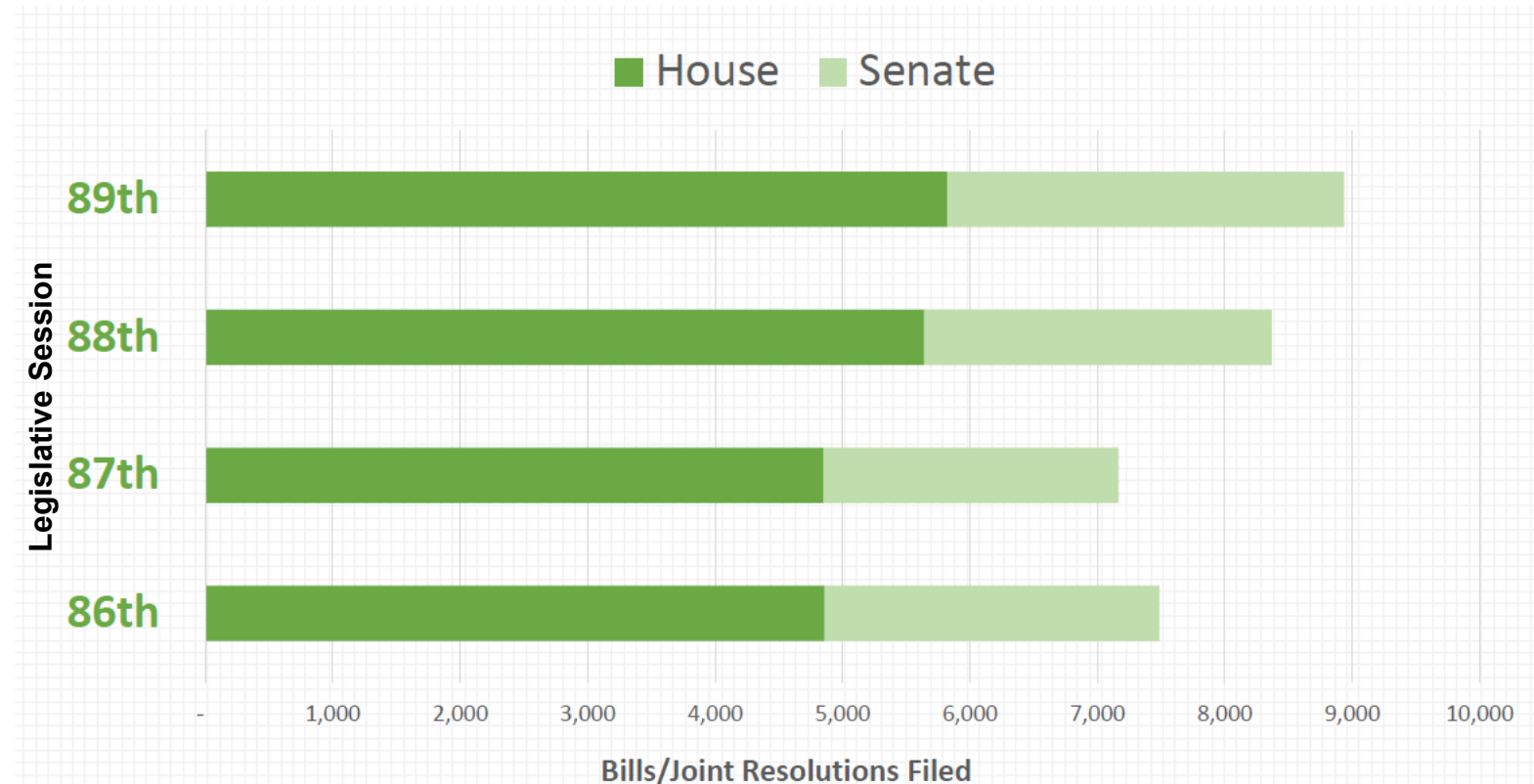
House Bill 2 proposes significant changes to Texas public school finance by redirecting funds from local Tier II enrichment (Golden & Copper Pennies) into the state's Basic Allotment formula. While this shift increases baseline funding for all districts, it limits future growth in Tier II revenue, especially for districts that rely on state matching for Golden Pennies.

For McAllen ISD, this means:

- A short-term funding boost in 2025–26
- A projected loss in Tier II revenue starting in 2026–27
- Greater reliance on Copper Pennies, which now carry higher state support but still require voter approval

Legislative Outlook

- Basic Allotment increase proposed: \$6,160 → \$7,075–\$7,660
- Enhanced TIA, SPED, Pre-K, Fine Arts allotments under consideration
- ESA/Voucher proposals may impact public school funding
- Property tax compression reduces local effort; hold harmless not guaranteed



Tier II Funding: CSHB2 Impact

- HB2 Key Changes:

- Freezes Golden Penny yield at \$129.52, preventing future increases tied to property values.
- Redirects \$800 million statewide from Golden Pennies to Basic Allotment increases.
- Increases Basic Allotment from \$6,160 to \$6,555.
- Increases Copper Penny yield (from \$49.28 to \$52.44) and boosts state aid to cover local shortfalls.

2025–26 School Year:

- Golden Penny State Aid: -\$276,351
- Copper Penny State Aid: +\$636,219
- Net Tier II Impact: +\$359,868

2026–27 School Year:

- Golden Penny State Aid: -\$1.8 million
- Copper Penny State Aid: +\$648,556
- Net Tier II Impact: **-\$1.16 million**

DRAFT

HB2 Impact on Tier II Funding for McAllen ISD

2025–26: Immediate Wins

- Basic Allotment increases: \$6,160 → \$6,555
- Total state aid increases by \$13.85 million
- Small drop in Golden Penny yield: \$132.40 → \$129.52
- Net Tier II funding still rises: +\$360,000

2026–27: Long-Term Losses

- Golden Penny yield would have grown to \$140.02
- But HB2 freezes it at \$129.52 (no increase)
- McAllen loses \$1.16 million in Tier II aid
- Penny value no longer adjusts with property value growth

Big Picture:

- HB2 shifts future growth from Golden Pennies (Tier II) to Basic Allotment.
- Helps now, but limits local enrichment in future years
- Reduced long-term flexibility and local funding potential

DRAFT

Interest & Sinking (I&S): Debt Repayment

Interest and Sinking

- Funds are used to repay the principal and interest on voter-approved district debt.

Defeasance

- Benefits:
 - Saves on interest payments.
 - Increases future bond capacity.

Total I&S Rate:

- **I&S: \$0.1616**

HB 2, As Substituted Additional Impact

Special Education Allotment

- Changes SPED allotment from instructional arrangement to intensity of services-based model.
- Provides \$1,000 for every SPED evaluation.

Dyslexia Allotment

- Expands the number of students that could generate dyslexia allotment funds by adding all students that receive dyslexia-related accommodations, regardless of their IEP.

Fine Arts Allotment

- Approximately \$66,000

Compensatory Education Allotment

- Provides a 0.005 increase to all weights used in state comp ed allotment (about \$122 per eco-dis student)

Bilingual Education Allotment

- Increases bilingual weight to 0.12.
- Increases dual language emergent bilingual weight to 0.17.
- Increases the dual non-emergent bilingual to 0.07.

Teacher Incentive Allotment

- 57 ▪ Makes changes such as adding designation level and increase amounts.

HB 2, As Substituted Additional Impact

Additional Days School Year Incentive

- Lowers non-ADSY Days to 175.
- Includes middle school.

Pre-kindergarten

- Expands the number of students that could generate funds by adding all students that receive funding from TWC programs.
- TWC-supported programs are eligible for full-day funding.
- Expands list of eligible students to include special education.

Compensation Increases

- Current Law: 30 percent of the per student year over year gains must go towards compensation increases.
- Proposed: Increases the percentage to 40 percent.
- 75% must go to teacher salary **increases**, 25% to **compensation** to all other staff including counselors, librarians and nurses.
- Total Gain: $\$14,507,188 \times 40\% = \$5,802,875 \times 75\% = \$4,352,156 / 1,462 \text{ teachers} = \$2,977$ minimum teacher raise.
- 2% = \$1,250
- 3% = \$1,870
- 4% = \$2,500
- **4.8% = \$2,977**

DRAFT

QUESTIONS