

IRVING INDEPENDENT SCHOOL DISTRICT

Working - BOARD OF TRUSTEES
5:00 PM

Irving ISD Board Room
2621 West Airport Freeway
Irving, TX 75062
Monday, June 8, 2026

A G E N D A

- I. **CALL TO ORDER FOR 5:00 P.M. WORK SESSION**
- II. **PUBLIC COMMENTS**
 - A. Public Comment - Individuals Wishing to Address the Board on Agenda Items.
- III. Special Recognition
- IV. **DISCUSSION**
 - A. Receive Presentation of Recommendations Made by the Bond Facility Planning Committee (L. Payne) 3
 - B. Presentation of Survey Results: Shaping the Future of Irving ISD (D. Galindo) 12
 - C. Presentation on Strategic Compensation Program Update (A. Gomez) 32
 - D. Discuss Items on the June 8, 2026, Regular Board Meeting Agenda
- V. **EXECUTIVE SESSION** - The Board May Recess the Open Meeting and Reconvene in a Closed Meeting Pursuant to the Following Sections of the Texas Government Code and as Authorized by Sections 551.071-551.076 and 551.082-551.084 Therefore of
 - A. Section 551.071 - To Seek the Advice of the Board's Attorney About:
 - 1. Pending or Contemplated Litigation, Settlement Offer, or Matter Under Investigation.
 - 2. A Matter in Which the Professional Duty of the Attorney to the Board Conflicts with the Applicable Provisions of the Texas Open Meetings Act.
 - B. Section 551.072 - To Deliberate the Purchase, Exchange, Sale, Lease or Value of Real Property if such Deliberation in Open Session Would Have a Detrimental Effect on the Board's Position in Negotiations with a Third Party.

- C. Section 551.074 - To Deliberate the Appointment, Employment, Resignation, Evaluation, Reassignment, Proposed Nonrenewals, Termination, Duties, Discipline, or Dismissal of a Public Officer or Employee; or to Hear a Complaint or Charge Against an Officer or Employee.
- D. Safety and Security — Discussion of District - Wide Intruder Detection Audit Report Findings — District Vulnerability Assessment

VI. **RECONVENE** from Closed Meeting for Action Relative to Items Covered in Such Meeting.

- A. Consider Action by the Board Related to Pending or Contemplated Litigation, Settlement Offer, or Matter Under Investigation.
- B. Consider Action Regarding Purchase, Exchange, Sale, Lease or Value of Real Property.
- C. Public Comments - Individuals Wishing to Address the Board or Make Comments Regarding Issues Not on the Agenda will be Heard at this Time.

VII. **ADJOURNMENT**

TOPIC

Receive Presentation Of Recommendations Made By The Bond Facility Planning Committee

PRESENTED BY

LIESL PAYNE

BACKGROUND

A Bond Facility Assessment Planning Committee was formed in January 2026. During the meetings, the committee was informed of bond processes, reviewed district needs assessment data, and engaged in collaborative processes to determine final recommendations for projects to be included in the next bond. Representatives of the Bond Committee will present the final list of project recommendations to the Irving Independent School Board during the Work Session. Ultimately, the School Board is the authorized body to call for a bond election.

AGENDA SHEET

MEETING DATE

Monday, June 8 , 2026

TOPIC

Receive Presentation Of Recommendations Made By The Bond Facility Planning Committee



Agenda

- Recap of the Process
- Needs & Wants Priorities
- Bond Financial Recommendation
- Overview of Scope



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CHARGE OF THE FACILITY PLANNING COMMITTEE

ASSESS > REVIEW > PRIORITIZE

- Committee of students, parents, staff and community members
- District-wide facilities assessment, enrollment projections, financial data, community survey results and other supporting data
- Comprehensive review of district priorities, needs and future considerations

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WANTS & NEEDS FROM COMMITTEE

- Sheet 10:
 - Covered Stadium, Athletics Complex, Safety + Security, Campuses, Renovations, Technology, Natatorium, Fine Arts Complex.
 - Multi-Purpose Complex
 - Indoor Facility
- Sheet 11:
 - Athletic Complex 3x
 - AI Academy
 - Performing Arts or Multi-Purpose
 - Covered Stadium
- Sheet 12:
 - Elementary School
 - Middle School
 - High School
 - Indoor & Outdoor Athletics Complex
 - Covered Stadium
 - Venue to host events in & out of district (i.e.) – You can rent out the venue to outside groups
- Sheet 13:
 - Athletic Complex ("Activity Center") – Hur
 - Covered Stadium – 3 Indoors
 - Irving High School
- Sheet 14:
 - Air Conditioning
 - 2 Elementary Schools
 - 1 Middle School
 - 1 High School
 - Indoor Practice Fields
 - Student Furniture
- Sheet 15:
 - Athletics Complex
 - Events/Facility
 - New updates – Equipment for sports, arts
 - Nutrition & Health and wellness initiatives
 - One new High School w/ arts focus.
- Sheet 16:
 - Athletic Center with major pools
 - Update Auditorium at High School
 - Replacement Campuses
 - K-8 Schools
 - Renovate Elliot for SRC
 - Athletic Center with Fine Arts Facility
- Sheet 17:
 - AI Academy
 - Center for AI Academy
 - Covered Stadium
 - Indoor Facility
 - Replace a Middle school
 - North & South high school
 - Leadership Academy
- Sheet 18:
 - New Schools (technology)
 - Complex for Sports
- Sheet 19:
 - One High School or update McArthur – Security
 - Athletic Complex
- Sheet 20:
 - 2 Elementary Schools
 - 2 Middle Schools
 - 1 High School
 - Covered Stadium
 - Sports Center/Band/ROTC – Multi-Purpose Complex
 - Performance Center
 - Indoor Sports Facilities
 - STEM Schools
- Sheet 21:
 - Infrastructure – Very important this has to be done before new buildings are built.
 - AI Academy, Covered Stadium
- Sheet 22:
 - Indoor Athletics Facility
 - Fine arts
- Sheet 23:
 - New Davis
 - Covered Stadium
 - Baby U
 - Plumbing
 - AC in hallways
- Sheet 24:
 - AI & Data Center
 - Covered Athletic Complex
 - Davis & Brown
 - All restrooms & Teachers lounges
- Sheet 25:
 - New Facilities: Irving HS, Davis ES, etc.
 - Data Center
 - Covered Stadium
 - Air Conditioning/Plumbing
- Sheet 26:
 - One High School?
 - STEM – Offer at all Elementary Schools
 - Change names to attract people – "B"
 - Athletic Complex – Soccer, football, tennis
 - Performing Arts Center
- Sheet 27:
 - 3 Elementary Campuses
 - 2 Middle Schools
 - Technology for Campuses
 - Athletic Complex
 - Safety & Security
 - 1 STEM Academy
- Sheet 28:
 - New Schools (technology)
 - Complex for Sports
- Sheet 29:
 - One High School or update McArthur – Security
 - Athletic Complex
- Sheet 30:
 - 2 Elementary Schools
 - 2 Middle Schools
 - 1 High School
 - Covered Stadium
 - Sports Center/Band/ROTC – Multi-Purpose Complex
 - Performance Center
 - Indoor Sports Facilities
 - STEM Schools
- Sheet 31:
 - Infrastructure – Very important this has to be done before new buildings are built.
 - AI Academy, Covered Stadium
- Sheet 32:
 - Indoor Athletics Facility
 - Fine arts
- Sheet 33:
 - Combined Indoor Facility & Fine Arts
 - New Irving High School
 - Update school names to be more marketable
 - Multi-Purpose Facility (not just athletics)
- Sheet 34:
 - Arts building
 - Sports Academy
 - STEM Labs
- Sheet 35:
 - Fine Arts Facility
 - AI Academy
 - Indoor Facilities
 - "Facilities that benefits all"
 - Renovations
 - Technology: Devices (#1), Data Center (#2)
- Sheet 36:
 - AI Classrooms
- Sheet 37:
 - AI Academy
 - Sheet 38:
 - Center for AI Academy
 - Covered Stadium
 - Indoor Facility
 - Replace a Middle school
 - North & South high school
 - Leadership Academy

When asked to focus on the future of Irving ISD, committee members were given time to identify potential bond projects.

- 43 individual submissions
- 8 table group submissions

PRIORITIZATION ACTIVITY



2026 Bond	Future Bond	Facility Type / Improvement	Approximate SF		2026 Construction Cost/SF	Owner Soft Costs (Fees, FF&E, Permitting)	Total Cost (2026)	% Inflation	Budget with Inflation (2027/2028)
1	2	Future-Ready Replacement Elementary School #1	120,000	SF	\$ 505	11%	\$ 67,266,000	9%	\$ 73,319,940
1	2	Future-Ready Replacement Elementary School #2	120,000	SF	\$ 505	11%	\$ 67,266,000	9%	\$ 73,319,940
1	2	Future-Ready Replacement Elementary School #3	120,000	SF	\$ 505	11%	\$ 67,266,000	9%	\$ 73,319,940
1	2	K-8 Repurposed, Future-Ready Campus	120,000	SF	\$ 513	11%	\$ 68,331,600	9%	\$ 74,481,444
1	2	Future-Ready Replacement Middle School	203,000	SF	\$ 522	11%	\$ 117,622,260	9%	\$ 128,208,263
1	2	Future-Ready Replacement High School Campus	450,000	SF	\$ 540	11%	\$ 269,730,000	9%	\$ 294,005,700
1	2	HS Indoor Multi-purpose Facility (3)	65,000	SF	\$ 255	11%	\$ 18,398,250	9%	\$ 60,162,278
1	2	Stadium Cover	1	LS	\$ 95,000,000	11%	\$ 105,450,000	9%	\$ 114,940,500
1	2	Sports Complex	1	LS	\$ 37,000,000	9%	\$ 40,330,000	9%	\$ 43,959,700
1	2	Data Center	1	LS	\$ 16,000,000	9%	\$ 17,440,000	9%	\$ 19,009,600
1	2	AI Academy	1	LS	\$ 32,000,000	9%	\$ 34,880,000	9%	\$ 38,019,200
1	2	New Baby University East	19,000	SF	\$ 650	11%	\$ 13,708,500	9%	\$ 14,942,265
1	2	Fine Arts Center	70,500	SF	\$ 1,050	15%	\$ 85,128,750	9%	\$ 92,790,338



\$994,00,000 BOND PROPOSAL

13 CENT TAX IMPACT

June



Project	Budget	Tax Rate Impact
Replacement of Lively and T. Haley Elementary Schools	\$146,639,880	0.0096
Replacement of Travis Middle School	\$128,208,263	0.0168
Replacement of Irving High School	\$294,005,700	0.0385 10
Three HS Indoor Multi-Purpose Facilities	\$60,162,278	0.0079
Stadium Cover	\$114,940.500	0.0150
Other Than New Buildings	\$250,000,000	0.0327
TOTAL	\$993,956,621	\$0.1300 Exhibit IV-A



Next Steps



CONSIDER CALLING A BOND ELECTION



INFORM & EDUCATE VOTERS



ELECTION DAY - NOVEMBER 3, 2026

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TOPIC

Presentation Of Survey Results: Shaping The Future Of Irving ISD

PRESENTED BY

DORIAN GALINDO

BACKGROUND

Tonight, we are presenting the results from the Shaping the Future of Irving ISD survey, which gathered feedback from 2,257 stakeholders across our community from May 6-30. The survey was designed to capture perspectives from parents, staff, community members, and families both inside and outside of Irving ISD in order to better understand priorities, perceptions, and opportunities for our district. These insights will help guide strategic planning, program development, communication efforts, bond planning, and decision-making as we continue building a future-ready Irving ISD centered on student success and community voice.

ADDITIONAL AGENDA ATTACHMENTS

JUNE 2026 BOARD PRES ON IISD FUTURE SCHOOLS SURVEY RESULTS.pdf

3.55MB

AGENDA SHEET

MEETING DATE

Monday, June 15, 2026

TOPIC

Presentation Of Survey Results: Shaping The Future Of Irving ISD

\$1,000

EXTRA YARD
TEACH



IRVING

INDEPENDENT SCHOOL DISTRICT

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Community Voice Analysis: Shaping the Future of Irving ISD

*Elevating Stakeholder voice to inform future planning,
priorities, and decision-making*

The Purpose of this Survey & Analysis



AUTHENTIC VOICE

Gathering input from 2,200+ district stakeholders.

DEEP UNDERSTANDING

Uncovering true priorities, underlying concerns, and community aspirations.



16



PATTERN RECOGNITION

Synthesizing recurring, systemic themes over isolated individual comments.

STRATEGIC ACTION

Directly informing district programming, priorities, and future facility planning.



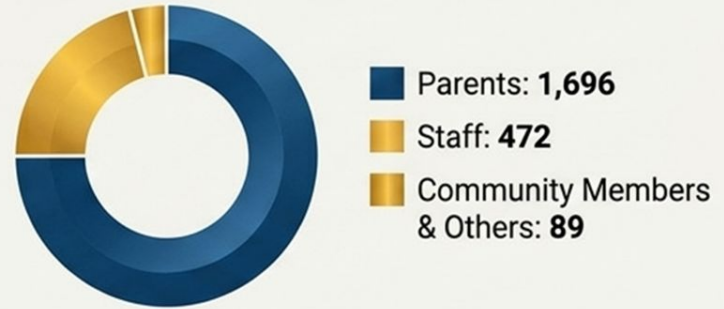
Participation Dashboard:

2,257

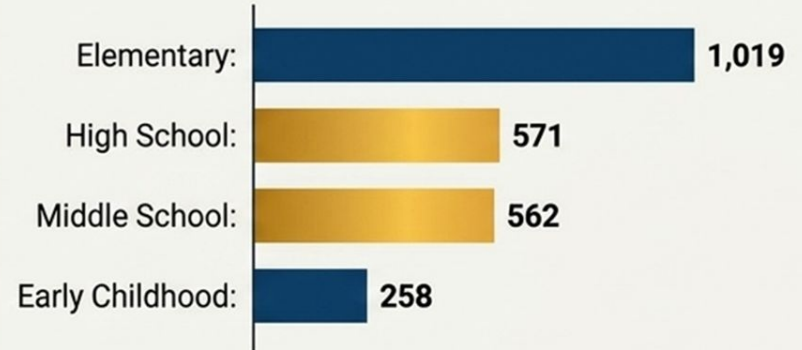
Total Survey Responses

This analysis reflects recurring patterns across thousands of stakeholder comments.

Survey was open May 6th-30th

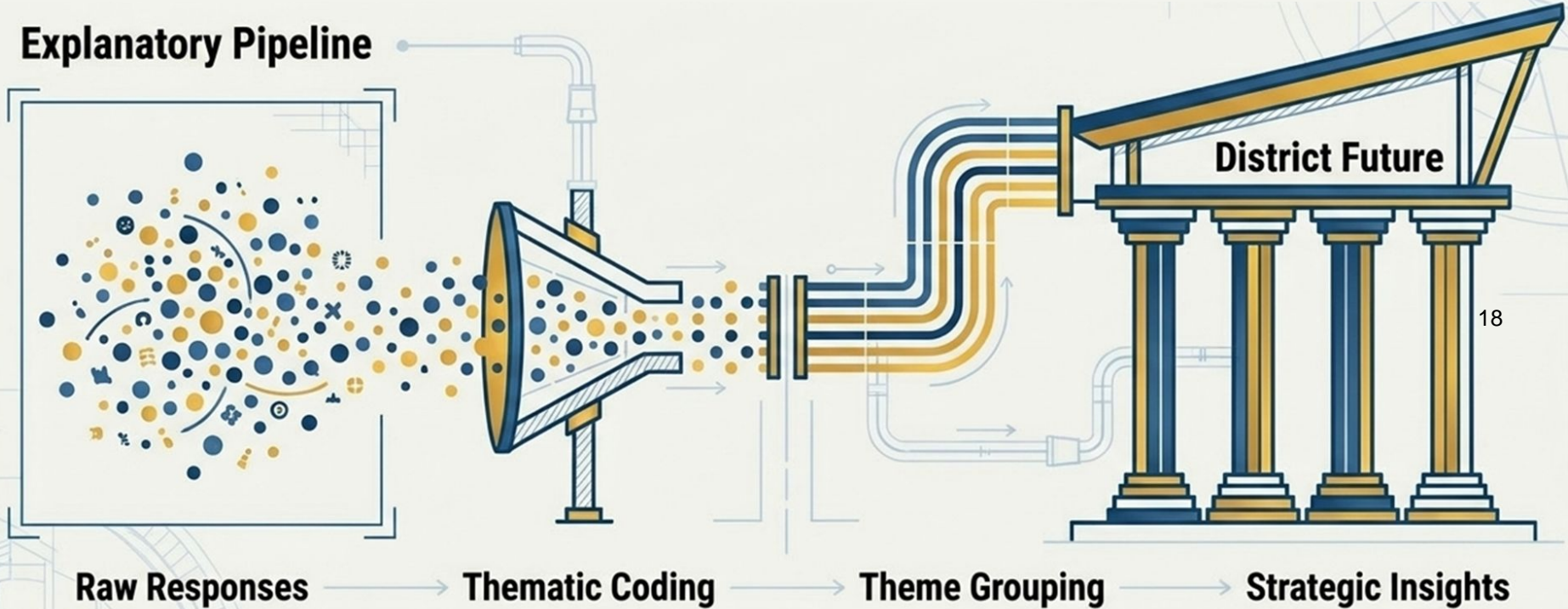


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Methodology - From Raw Data to Strategic Insight

Explanatory Pipeline



We conducted a rigorous thematic analysis to look past individual comments and identify systemic community priorities.

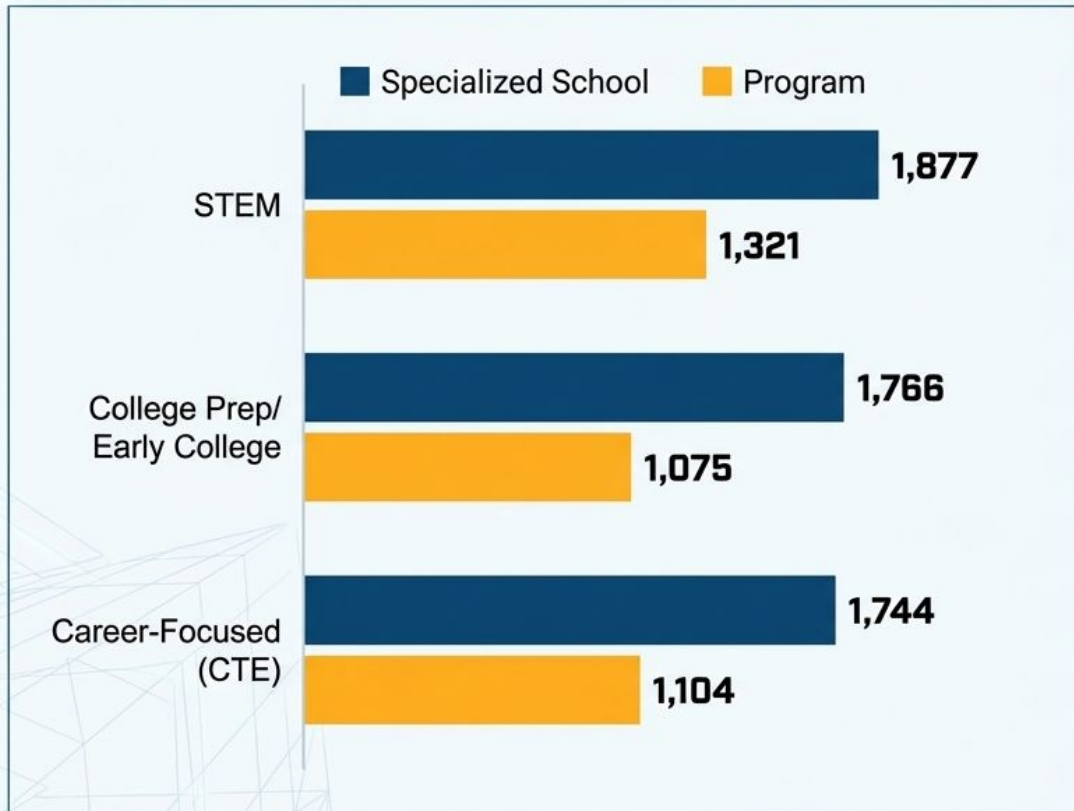
The Five Themes Surfaced from Community Feedback:



19

More than anything, families want schools that are academically strong, emotionally supportive, safe, engaging, and future-focused.

Theme #1: Academic Excellence & Future Readiness



“Families frequently requested more STEM, CTE, AP, and stronger college/career pathways.”

20

Strategic Implication

Stakeholders want rigorous, future-focused learning that connects directly to workforce and higher-education opportunities.

Theme #2: High-Quality Teachers & Staff Support

Emphasis on Teacher Quality

Stakeholders emphasize that the caliber of educators is paramount for student achievement and overall school excellence.

961

Respondents identified "Teachers who help students learn and succeed" as the absolute most important factor in evaluating school quality—ranking higher than test scores or college prep.

Demand for Teacher Retention

There is a strong community call to implement strategies that retain experienced, high-performing teachers within the district.

Need for Stronger Educator Support & Stability

Requests include better resources, professional development, and a stable environment to empower teachers to thrive.

21

Strategic Implication

Programming matters, but the community recognizes that the teacher in the room is the foundation of all student success.

Theme #3: Safe, Structured Supportive Environments

1,022

Selected "Safe and supportive environment" as the top school experience factor.

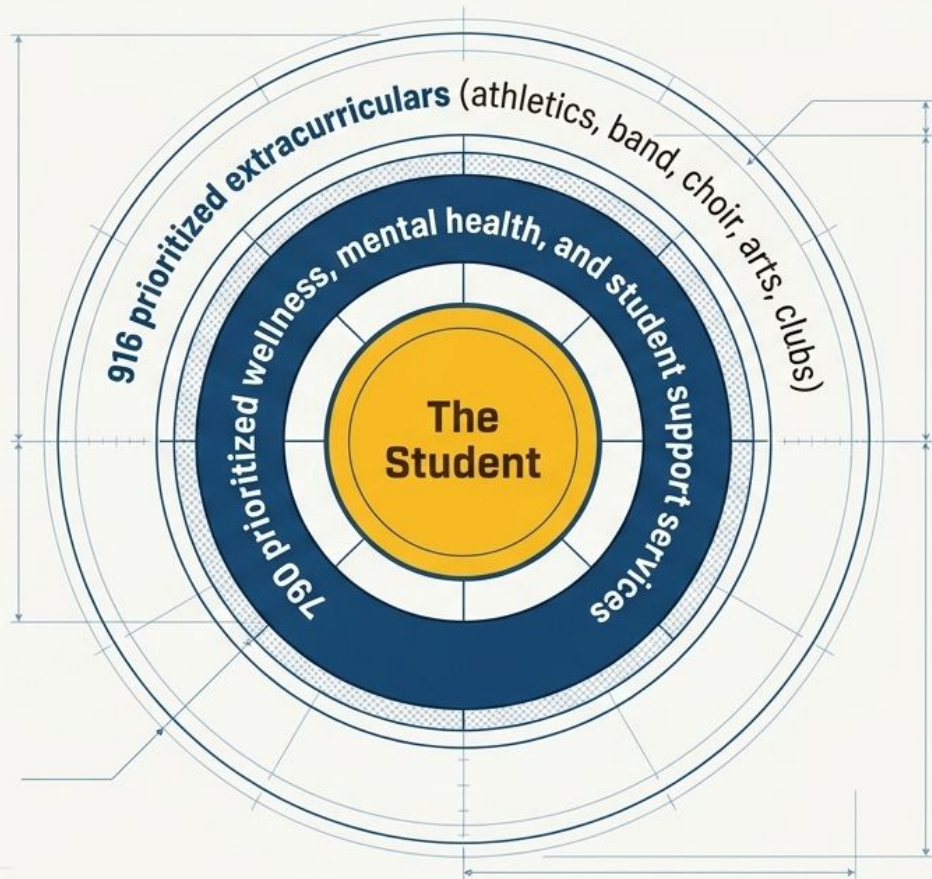
1,706

Selected "Safe and secure campuses" as their number one facility improvement priority.²²

Community concerns center around emotional and physical safety, consistent discipline, and bullying.

Learning cannot happen without foundational physical safety and structured, respectful school climates.

Theme #4: Whole-Child Support & Connection



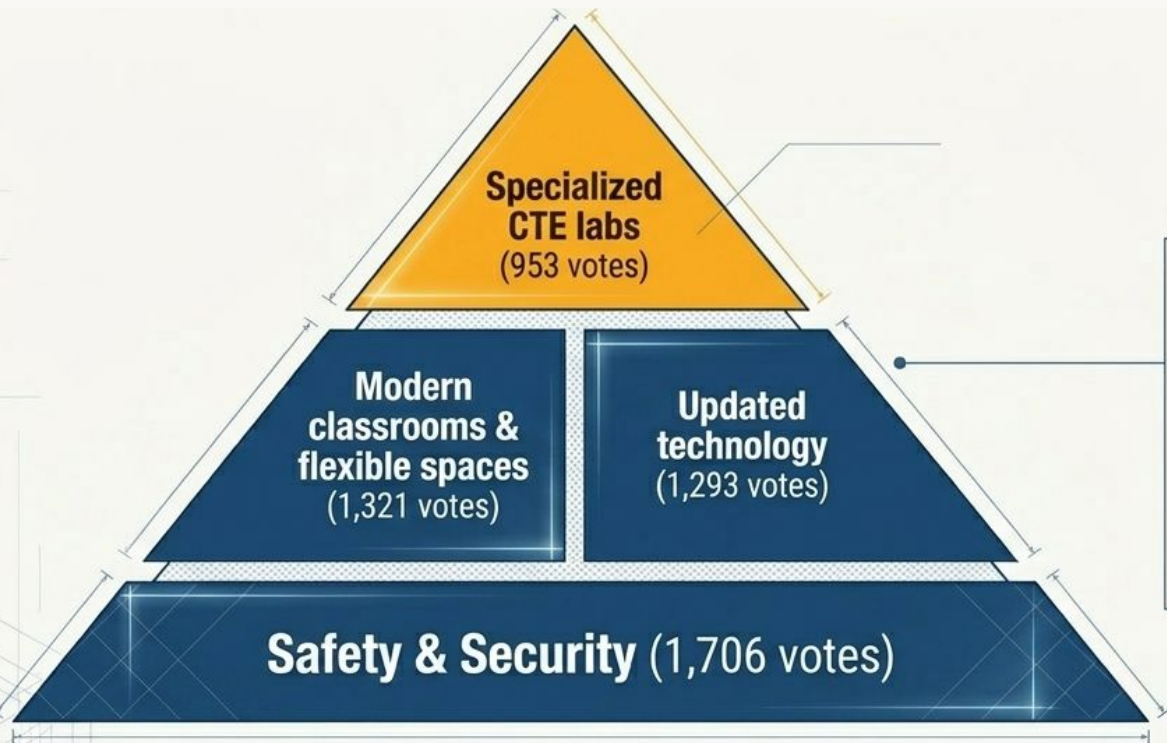
“Families emphasize emotional support, a sense of belonging, and positive experiences beyond pure academics.”

23

Strategic Implication

Academic rigor must be paired with robust mental health resources and a strong sense of school-connectedness.

Theme #5: Facilities & The Modern Campus



89%

2,028 respondents believe it is Important or Very Important to renovate/replace schools to meet future needs. 24

The community strongly supports facility modernization, viewing it as a strict prerequisite for future-ready learning.

Strategic Implication: *The community strongly supports facility modernization, viewing it as a strict prerequisite for future-ready learning.*

The Geography of Choice vs. Barrier

THE ASPIRATION - HIGH DEMAND

1,919

Respondents would enroll outside their neighborhood for the right program.

1,022

Prefer a combination of neighborhood and specialized schools.

THE FRICTION - LOGISTICAL REALITY

962

State lack of district transportation **WOULD** affect their decision.

376

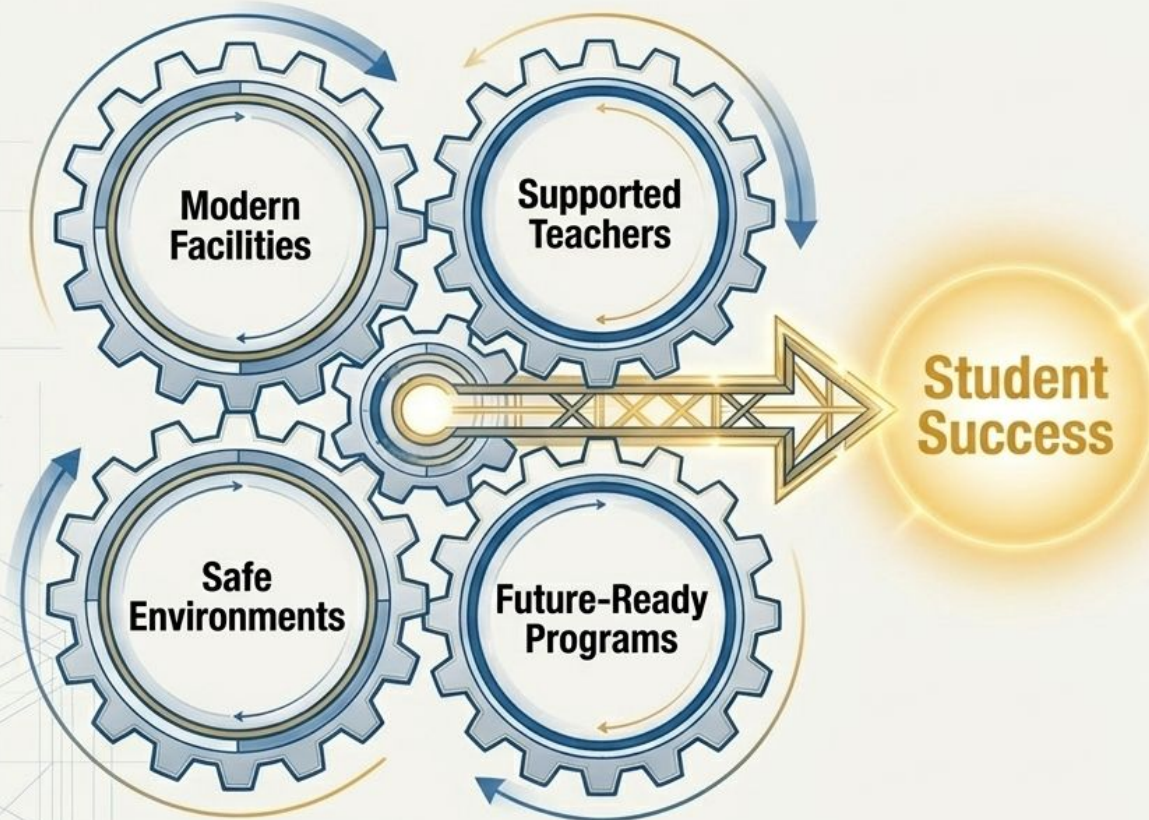
are only willing to travel within their immediate neighborhood.

793

are only willing to travel within 10 minutes.

Decision Matrix Takeaway: *The demand for specialized programming is incredibly high, but equitable access (transportation and geographic location) will ultimately dictate its success.*

What these Themes Tell Us Collectively



Across themes, stakeholders are not asking for isolated initiatives. They are asking for aligned systems.

A STEM program cannot thrive without a modern facility; a modern facility requires a supported teacher; a supported teacher needs a safe, structured environment.

Alignment to Strategic Priorities

Community Voice

Safe, Structured Environments

Academic & Specialization Demands

Facility Modernization Requests

Teacher Quality Focus

District Action

Culture & Trust

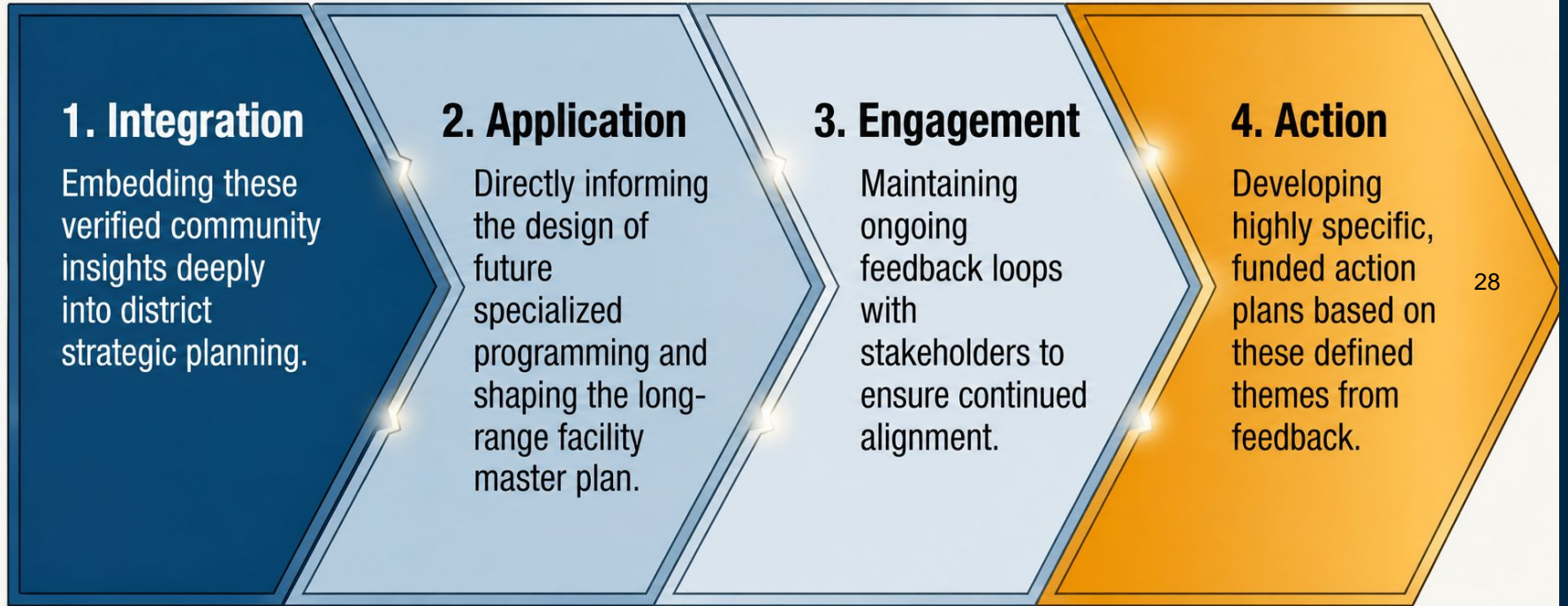
Academic Excellence

Organizational Effectiveness

Recruitment & Retention

The community's desires map seamlessly to the district's existing strategic framework, providing a clear public mandate to accelerate these specific operational areas.

Moving Forward: What Happens Next



\$1,000

**EXTRA YARD
TEACHERS**

Thank You for Helping Shape the Future of Irving ISD

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People support what they help build.

EXCELLENCE **in**
ACTION



TOPIC

Presentation On Strategic Compensation Program Update

PRESENTED BY

AHNA GOMEZ

BACKGROUND

Irving ISD has engaged in a comprehensive strategic compensation planning process designed to recognize, support, and reward educator effectiveness across the District. This work has included extensive stakeholder engagement with teachers, campus leaders, and district staff, as well as the development of performance-based measures for educators and campus leadership aligned to student outcomes and instructional impact.

The program is aligned with state frameworks, including the Texas Education Agency's Enhanced Teacher Incentive Allotment (TIA), and is intended to strategically invest in the recruitment, retention, and development of highly effective educators.

During the work session, the Board will receive an update on implementation progress, key design components, and next steps toward full deployment.

AGENDA SHEET

MEETING DATE

6/8/2026

TOPIC

Presentation On Strategic Compensation Program Update

\$1,000

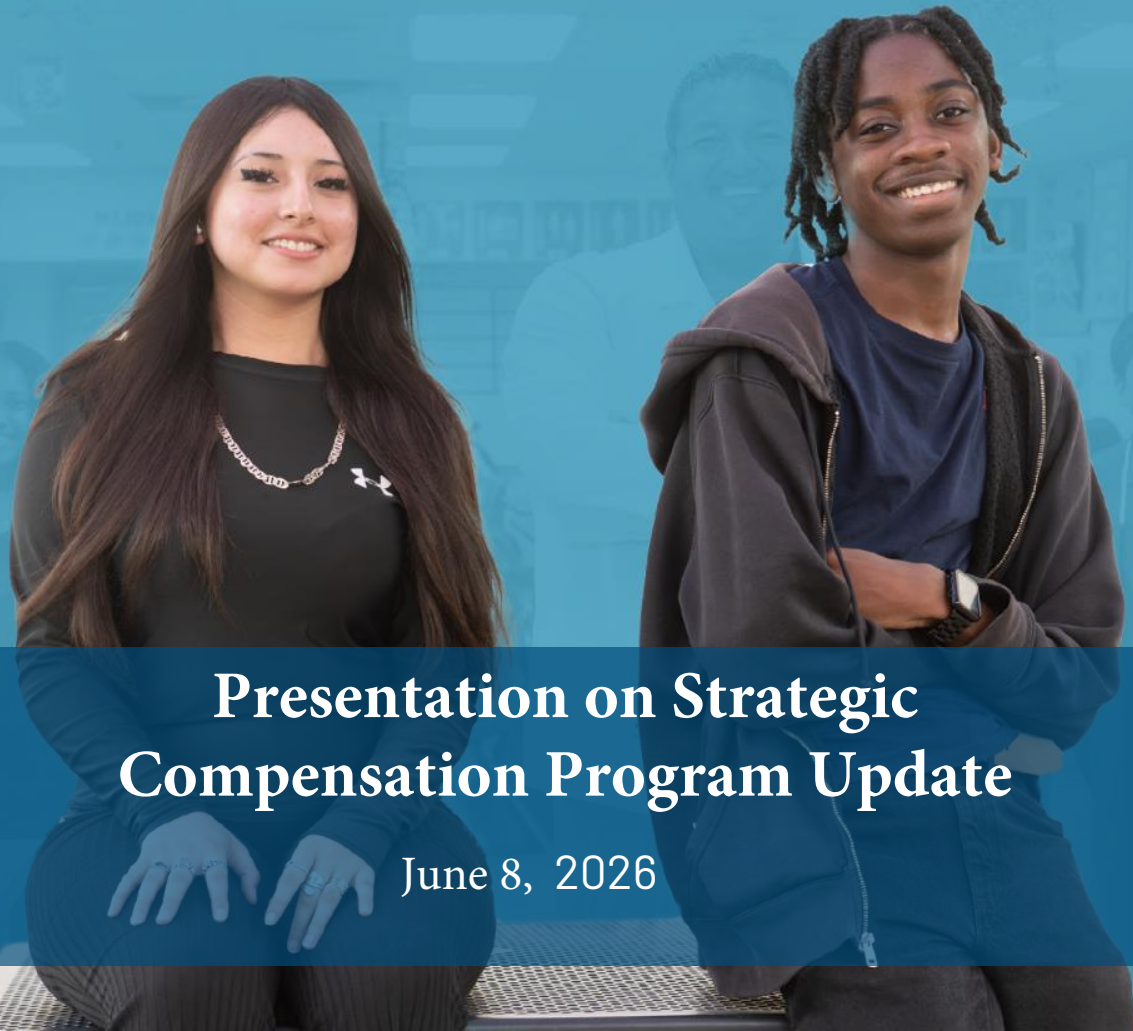
EXTRA YARD
TEACH



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IRVING

INDEPENDENT SCHOOL DISTRICT



Presentation on Strategic Compensation Program Update

June 8, 2026



What is Strategic Compensation?

Why Strategic Compensation?

- Irving ISD Goals:
 - Recruit, retain, and recognize effective teachers and impactful educational leaders
 - Grow instructional leadership, classroom talent, and enhance student achievement

We want to **Identify & Reward** Excellence

We aim to **Lead the market** not just compete in it



Strategic Compensation Districts

Strategic Compensation Districts by Region



ESC	# of Districts
1	4
2	1
4	2
6	1
7	1
8	2
10	5

ESC	# of Districts
11	3
12	2
15	2
18	1
19	1
20	5

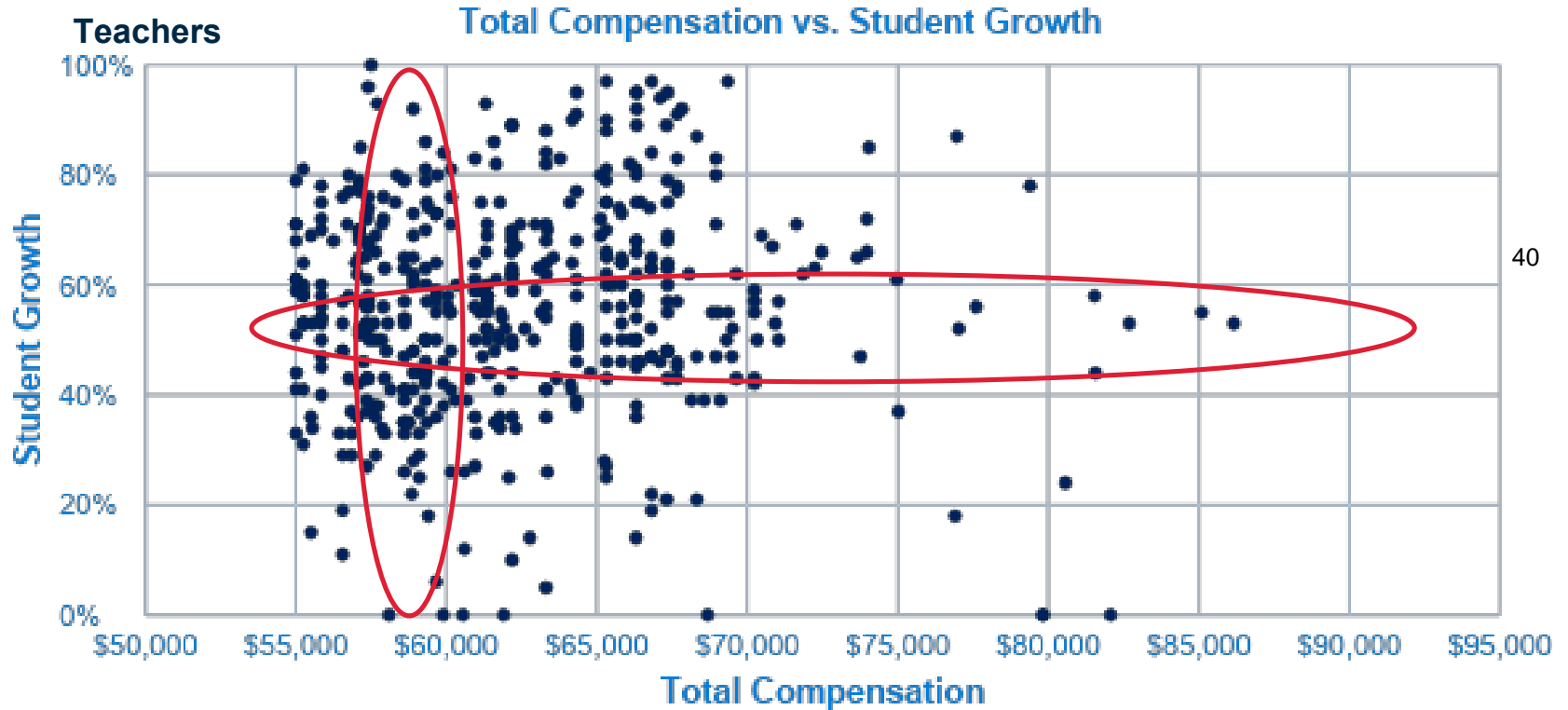
≈ 16% of Texas³⁸
students impacted
(879,966) across 30
districts

Individual Teacher Compensation Growth



Strategic compensation is designed to expand earning potential, not limit it.

District B (Mid-Size, Urban)



Teacher Scenario 1

	Teacher A	Teacher B
Grade Level	Elementary	Elementary
Education Level	Bachelor's	Bachelor's ⁴¹
Student Growth	100%	34%
Compensation	\$56,144	\$56,144

Teacher Scenario 1

	Teacher A	Teacher B
Grade Level	Elementary	Elementary
Education Level	Bachelor's	Bachelor's
Years of Experience	5	5
Student Growth	100%	34%
Compensation	\$56,144	\$56,144

42

Teacher Scenario 2

	Teacher A	Teacher B
Grade Level	High School	High School
Education Level	Bachelor's	Bachelor's
Student Growth	80%	33%
Total Compensation	\$62,607	\$71,301

43

Teacher Scenario 2

	Teacher A	Teacher B
Grade Level	High School	High School
Education Level	Bachelor's	Bachelor's
Years of Experience	13	24
Student Growth	80%	33%
Total Compensation	\$62,607	\$71,301

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Timeline Overview

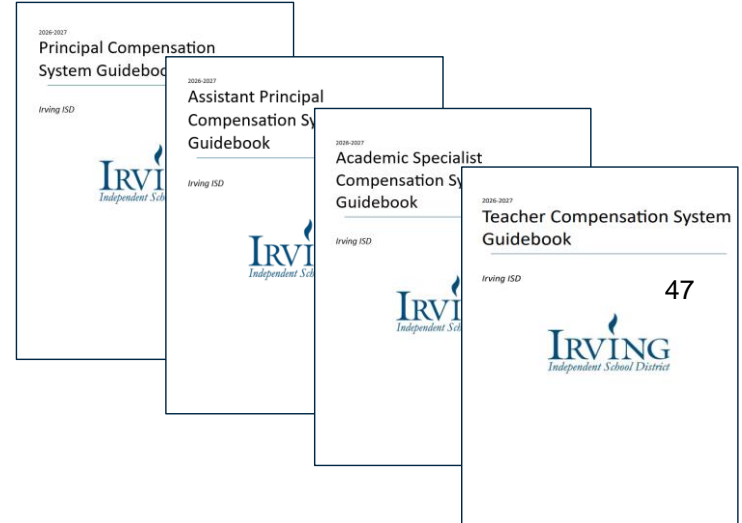
Educator Group	Milestone	2024-25	2025-26	2026-27	2027-28	2028-29
Teachers Academic Specialists Assistant Principals	System design informed by stakeholder feedback		█			
	Initial rollout of new compensation model (pilot phase)			█		
	Prior-year salary maintained (held harmless)			█	█	45
	Full implementation of compensation model				█	█
Principals	System design informed by stakeholder feedback	█				
	Initial rollout of new compensation model (pilot phase)		█			
	Prior-year salary maintained (held harmless)		█	█		
	Full implementation of compensation model			█	█	█
Other	Plan expansion for other staff categories				█	█



Enhanced Teacher Incentive Allotment (TIA)

Enhanced TIA

- **System:** Districtwide TIA system with performance-based pay for teachers and campus leaders; includes +10% additional funding.
- **Teachers & Leaders:** Expanding eligibility and aligning evaluation and compensation to performance.
- **TRA:** Option to distribute funds based on performance (not tenure) starting in 2026–2027.
 - In alignment with House Bill 2, Texas Education Code §48.112, §48.158(c)(2), and TEA’s Enhanced TIA framework, participating districts may align TRA distributions with locally adopted performance-based compensation systems, consistent with applicable law and TEA guidance.



Strategic Compensation: Our Process Over Time

Different funding sources. One strategic system. Greater impact for student outcomes.

SCHOOL YEAR	TRA (Teacher Retention Allotment)	TIA (Teacher Incentive Allotment)	STRATEGIC COMPENSATION (Enhanced TIA)	KEY TAKEAWAYS
2025-2026 BUILD	<ul style="list-style-type: none"> Current TRA Distribution Model (\$2,500/ \$5,000 tiers) 	<ul style="list-style-type: none"> Data capture begins TIA Teacher Designations for Math and Reading Teachers 	<ul style="list-style-type: none"> System design and development phase 	<ul style="list-style-type: none"> Design the systems Engage stakeholders Build the foundation
2026-2027 LAUNCH	<ul style="list-style-type: none"> Scaled performance-based TRA distribution 	<ul style="list-style-type: none"> Expanded data capture Broader designation eligibility More teachers included 	<p>Pilot year begins:</p> <ul style="list-style-type: none"> TME: Year 1 APME: Year 1 ASME: Year 1 	<p>48</p> <ul style="list-style-type: none"> Launch the pilot Validate the systems Recruit teachers
2027-2028 IMPACT	<ul style="list-style-type: none"> Continues as part of Strategic Compensation 	<ul style="list-style-type: none"> Continues generating designation funding 	<p>Full strategic compensation impact:</p> <p>TRA + TIA + Local Funds</p>	<ul style="list-style-type: none"> Reward effectiveness Retain and recruit the best



KEY TAKEAWAY: TIA is one funding source inside a larger strategic compensation system. Irving ISD is doing **BOTH** Enhanced TIA and Strategic Compensation at the same time, unlike many surrounding districts that only use TIA



Teacher Retention Allotment (TRA)

TRA Distribution for 2026-2027

Fiscal Responsibility Meets Performance Investment

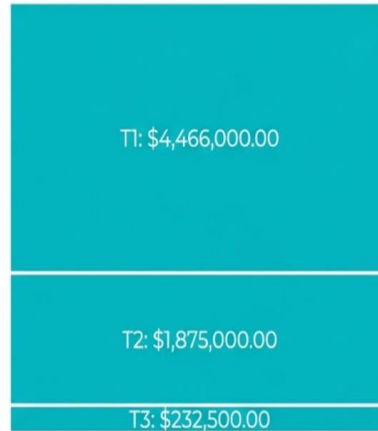
Legislated TRA Distribution Budget

\$6,862,500.00



Performance-Based TRA Distribution Budget

\$6,573,500.00



	Legislated TRA Distribution	Performance Based Distribution
Tier 1	5+ years of experience \$5,000	Top 50% of evaluation scores \$5,500
Tier 2	3-4 years of experience \$2,500	Next 40% of evaluation scores \$3,000
Tier 3	0-2 years of experience \$0	Lowest 10% of evaluation scores \$1,500

TRA Distribution for 26-27

- **2025–2026 Distribution (Tenure-Based)**

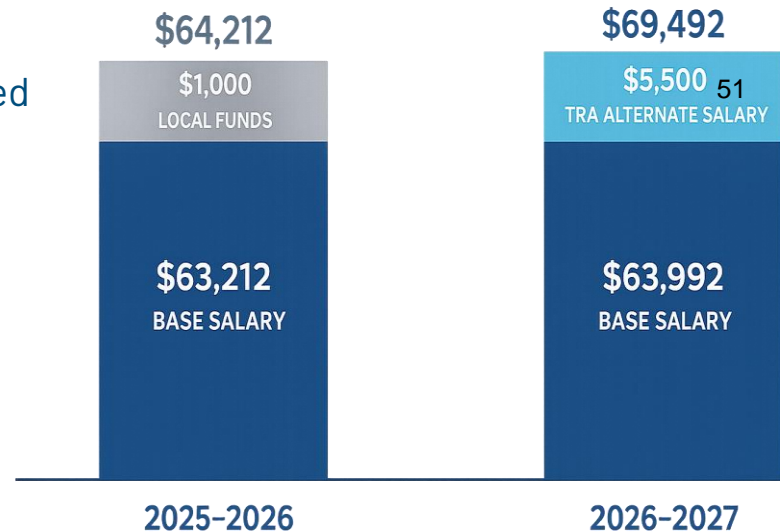
- 3–4 years: \$2,500
- 5+ years: \$5,000
- 0–2 years: No TRA; \$1,000 local funds provided

- **2026–2027 Distribution (Performance-Based)**

- Aligned to performance (T-TESS) tiers:
 - ≤10 percent: \$1,500
 - >10 and <50 percent: \$3,000
 - ≥50 percent: \$5,500



TEACHER EXAMPLE:
2 Years of Creditable Service
Base Salary; \$63,212



TRA Distribution for 26-27

- **2025–2026 Distribution (Tenure-Based)**

- 3–4 years: \$2,500
- 5+ years: \$5,000
- 0–2 years: No TRA; \$1,000 local funds provided

- **2026–2027 Distribution (Performance-Based)**

- Aligned to performance (T-TESS) tiers:
 - ≤10 percent: \$1,500
 - >10 and <50 percent: \$3,000
 - ≥50 percent: \$5,500



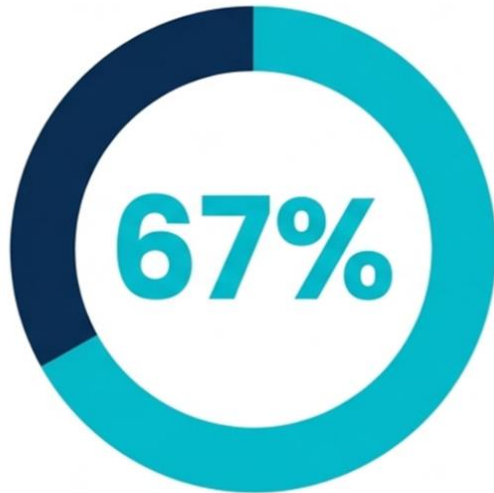
TEACHER EXAMPLE:
4 Years of Creditable Service
Base Salary: \$65,240



TRA Distribution for 2026-2027

Expanding Compensation for High-Performing Educators

The District-Wide Win



of all Irving ISD teachers will receive more money under the new performance-based formula.

The Early-Career Impact for Years 1 & 2



134 early-career teachers previously excluded from TRA funding are now receiving between \$1,500 and \$5,500 based directly on their performance.

\$1,000

**EXTRA YARD
TEACHERS**

System Design

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Teacher Measures of Excellence [TME]

Teacher Measures of Excellence

Stakeholder Engagement Across the Year

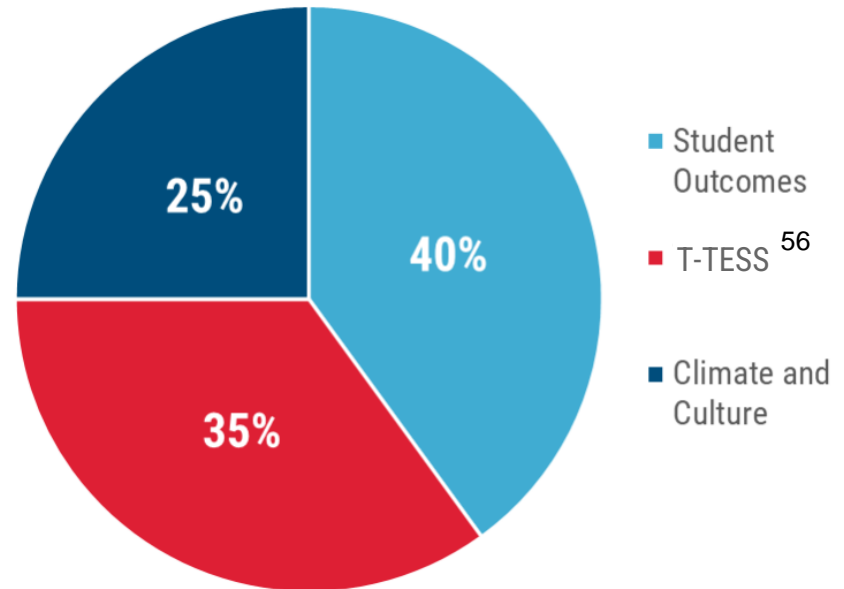
- Participation & Progress

Effectiveness Components & Calculations

- T-TESS, Student Outcomes, Climate & Culture
- Clearly defined weighting and methods for calculating effectiveness

Teacher Categories

- Role-based groupings (e.g., core, inclusion, specialized roles)
- Measures aligned to each instructional context to ensure fair evaluation



DRAFT Scorecards

Teacher Measures of Excellence

Proposed Pay Bands

- Compensation ranges aligned to performance tiers
- Informed by market analysis to ensure competitive entry and progression

Teachers Measures of Excellence (TME) Guidebook (In Progress)

- Defines components, designations, and business rules
- Serves as primary resource for teacher understanding and implementation

Effectiveness Levels	Proposed Base Pay Rate
Unsatisfactory	\$50,000
Progressing	\$67,000
Proficient I	\$75,000
Proficient II	\$82,000
Exemplary	\$87,000
Master	\$100,000

57

* Starting Salary for 26-27, **\$62,618**






















Compensation Timeline

Pay Timeline at a Glance

IRVING ISD STRATEGIC COMPENSATION TIMELINE

Phased Implementation of Performance-Based Pay

	 2025-2026	 2026-2027	 2027-2028	 2028-2029
 PRINCIPAL PAY	 No change.	 May increase based on effectiveness. Will not decrease.	 May increase or decrease based on effectiveness.	 May increase or decrease based on effectiveness.
 TEACHER, ACADEMIC SPECIALIST & ASSISTANT PRINCIPAL PAY	 No change.	 No change.	 May increase based on effectiveness. Will not decrease.	 May increase or decrease based on effectiveness.
 TRA DISTRIBUTION	 Distributed based on tenure.	 Transitions to performance-based distribution.	 Component of Irving ISD Measures of Excellence compensation.	 Component of Irving ISD Measures of Excellence compensation.

EXCELLENCE  **ACTION**

