

To: Jay McWilliams, Superintendent, and Board of Trustees

From: Susan Bryan, Chief Financial Officer

Subject: Consider Approval of Hiring Schedule for 2026-2027

Date: July 13, 2026

The following page shows the proposed hiring schedule for teachers only for the 2026-2027 school year. This schedule includes the mandatory raises required from House Bill 2 of the 89th Legislature. The state has guaranteed the funds to support this increase for the biennium 2025-2027.

House Bill 2 required a \$4,000 increase adjustment for each classroom teacher with at least 3 years of experience and an \$8,000 adjustment for teachers with 5 or more years of experience. A column on the schedule reflects this requirement called the Teacher Retention Allotment (TRA). These increases were effective with the 2025-2026 school year.

The attached hiring schedule essentially freezes step adjustments and gives raises only to those teachers reaching the year 3 or year 5 level. There was a small adjustment of step 4 to make the steps align correctly.

Recommendation: I recommend that the Board approve the 2026-2027 Hiring Schedule as presented.