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Update to the 2026-2027 Compensation Plan And Compensation Handbook

July 27, 2026

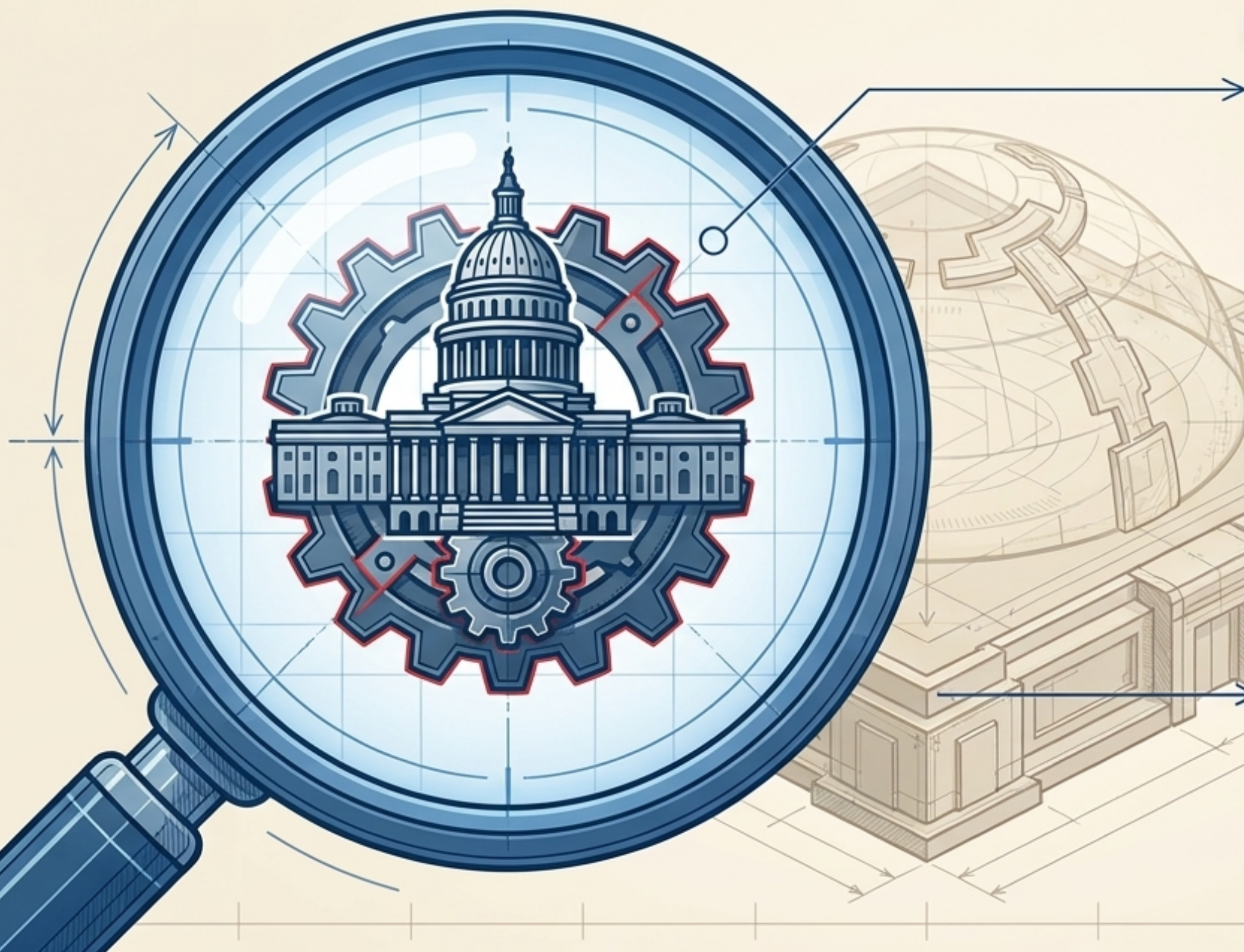
2026-2027 Teacher Hiring Schedule Amendment

House Bill 2 Compliance Adjustment



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Routine Calibration for House Bill 2 Compliance



The Mandate:

Texas House Bill 2 (HB 2) mandates minimum salary increases for eligible classroom teachers based on specific years of experience.



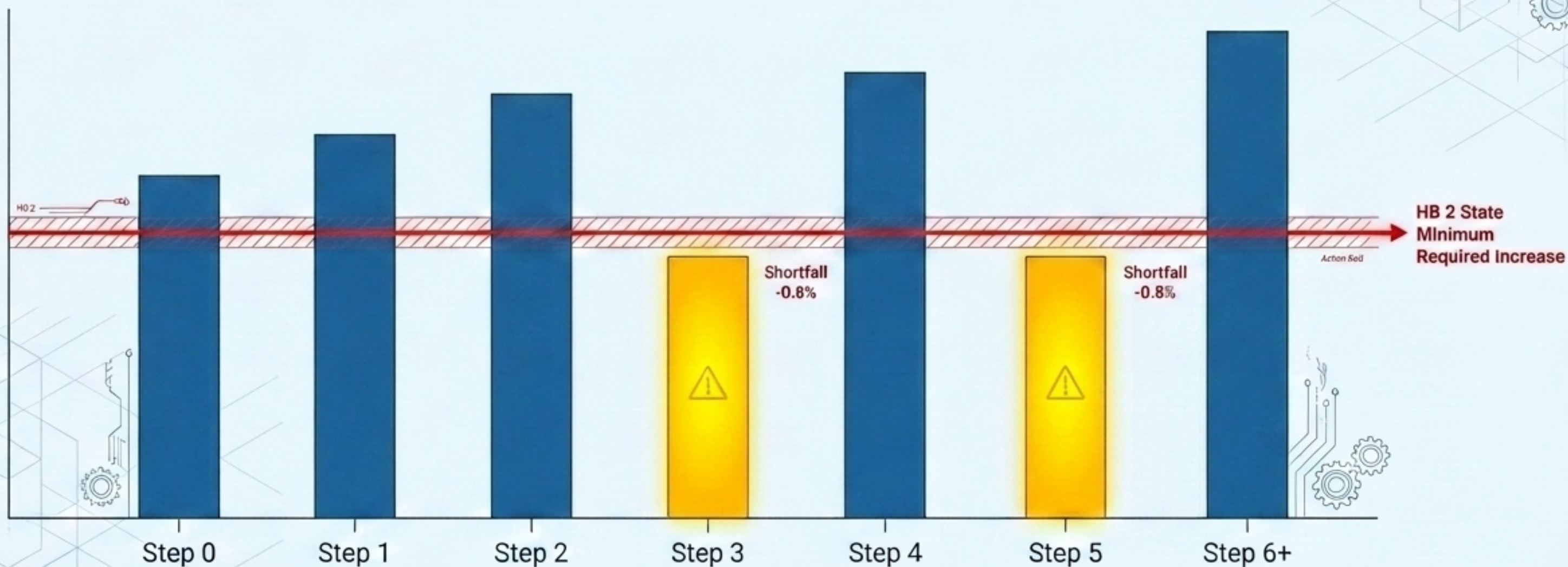
The Calibration:

A recent review identified a minor calibration needed to strictly align our approved hiring schedule with this state law.

Adjustment: Steps 3 and 5

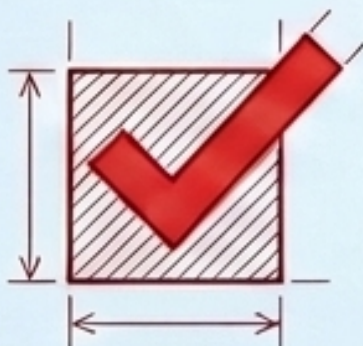
Only two specific experience levels out of the entire schedule require adjustment to clear the HB 2 threshold.

Threshold Diagram



Targeted Financial Adjustments

Experience Step	Previous Increase during 25-26 SY	Required Amount per HB2	Proposed Additional Increase
Steps 0 - 2	Unchanged	Unchanged	(No Action)
Step 3	\$2,250	\$2,500 ←	+\$250 ↑
Step 4	Unchanged	Unchanged	(No Action)
Step 5	\$2,500	\$5,000 ←	+\$2,500 ↑
Steps 6 - 30+	Unchanged	Unchanged	(No Action)



Impact: Total HB 2 Compliance.

2026-2027 G-PISD TEACHER SALARY HIRING PLAN

YEARS OF EXPERIENCE 2026-2027	STATE MINIMUM	BACHELOR'S DEGREE	MASTER'S DEGREE
0	\$33,960	\$63,000	\$64,000
1	\$34,690	\$63,000	\$64,000
2	\$35,410	\$64,000	\$65,000
3	\$36,150	\$64,685	\$65,685
4	\$37,690	\$66,260	\$67,260
5	\$39,230	\$69,064	\$70,064
6	\$40,770	\$69,088	\$70,088
7	\$42,200	\$69,099	\$70,099
8	\$43,550	\$69,109	\$70,109
9	\$44,840	\$69,426	\$70,426
10	\$46,040	\$71,210	\$72,210
11	\$47,180	\$71,326	\$72,326
12	\$48,280	\$71,854	\$72,851
13	\$49,280	\$71,896	\$72,896
14	\$50,250	\$72,380	\$73,380
15	\$51,160	\$73,383	\$74,383
16	\$52,030	\$73,514	\$74,514
17	\$52,840	\$73,592	\$74,592
18	\$53,610	\$74,183	\$75,183
19	\$54,340	\$74,290	\$75,290
20	\$55,030	\$74,367	\$75,367
21	\$55,030	\$74,943	\$75,943
22	\$55,030	\$75,485	\$76,485
23	\$55,030	\$75,846	\$76,846
24	\$55,030	\$77,070	\$78,070
25	\$55,030	\$78,143	\$79,143
26	\$55,030	\$79,203	\$80,203
27	\$55,030	\$80,212	\$81,212
28	\$55,030	\$81,217	\$82,217
29	\$55,030	\$82,067	\$83,067
30+	\$55,030	\$82,909	\$83,909



This distribution is fully funded by the Teacher Retention Allotment and will NOT come out of the M&O budget.

Experience Step	Teachers Impacted	Increase Per Teacher	Total Cost
Step 3	6	\$250	\$1,500
Step 5	17	\$2,500	\$42,500
Total Impact	23		\$44,500

Total funded by Teacher Retention Allotment = \$44,500

A Compliance-Only Amendment



Zero Impact on all other teacher salaries. (Steps 0-2, 4, and 6-30+ remain completely unchanged.)



Zero Change to the Board-approved compensation philosophy.



Fully Preserves the District Shield strategy and long-term fiscal stability.

Additional Updates to Compensation Handbook



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Additional Updates to Compensation Handbook

Operational Area	Structural Action	Paygrade Impact	Net M&O Impact
Clerical	- Add \$1.50 hourly add-on for: Non-School Affiliated Facility Rental Coordinator - Annual Impact: \$2,543 - Funded by the program revenue generated by the rentals managed by this position.	N/A (Add-on)	\$0 (Revenue Funded)
Auxiliary	- Close Master Carpenter: Create Maintenance Technician and Warranty Specialist - Position will continue to perform General Maintenance role with the added responsibility of inspections and enforcing contractor warranties	Stays at Auxiliary Paygrade 5	No Impact
Middle School Stipend	Add Student Council Sponsor Stipend	N/A (Stipend)	\$1,000

Additional Updates to Compensation Handbook

Operational Area	Structural Action	Paygrade Impact	Net M&O Impact
Athletics Stipends	- Update Schedule to accurately reflect current program structures - Correct historical clerical discrepancies to ensure that our allocations accurately match current structures	N/A (Stipends)	No Impact, Correction to Historical Baseline

STIPEND TYPE	ALLOCATION	ANNUAL AMOUNT
HIGH SCHOOL		
HSBaseball Asst.	2 3	\$5,000
HS Basketball Asst.	4 6	\$5,000
HS Football Asst.	10 11	\$8,000
HS Soccer Asst.	5 4	\$5,000
HS Softball Head	1 0	\$9,000
HS Sofball Asst.	2 3	\$5,000
HS Volleyball Asst.	2 3	\$5,000
MIDDLE SCHOOL		
MS Football Asst.	7 8	\$3,750
MS Volleyball	3 4	\$3,250



Board Action Requested



Administration recommends approval of the amendment to the 2026-2027 Teacher Hiring Schedule and the corresponding revisions to the 2026-2027 Compensation Handbook, as presented.