

Spring Branch Independent School District

Agenda Item Information

Date of Board Meeting: June 22, 2026

Subject: Request for Approval of the 2026-2027 Compensation Plan

Administrator Responsible:

Name: Bryan J. Williams, Ed.D.

Position: Associate Superintendent for Administration & Talent

Purpose of Agenda Item: Action

ADDITIONAL INFORMATION AND/OR BACK-UP:

The total compensation package provided to Spring Branch ISD employees includes a combination of employee salary and benefits to attract and retain highly talented staff. Approval is requested to adopt the proposed 2026-2027 Compensation Plan which does not include a general pay increase related to current budget constraints with the exception of \$2,500 for year 3 teachers and \$5,000 for year 5 teachers in alignment with the Teacher Retention Allotment requirements of House Bill 2.

This proposed compensation plan continues to align SBISD with other districts and employers in the Houston area with whom we compete for talent.

As per compensation administration practice, employees must have completed 90 full time equivalent days as an SBISD employee in order to receive any potential pay adjustment in 2026-2027.

SBISD implemented a new compensation plan model beginning with the 2017-2018 year related to a TASB full pay systems review performed at that time. That review was beneficial in providing equitable pay throughout the system. Regular reviews have continued since that time to ensure pay for all positions across the system is equitable and ensure continued alignment related to overall market and industry standards.