

2% GENERAL PAY INCREASE MODEL

Goose Creek CISD

Summary of Cost Estimates, 2026-2027

Model 2

2.0% GPI

	Total Staff	Count of Increases	Cost Increase	Percent of Current Costs	2025-2026 Current Costs
Teachers					
\$65,525 starting salary	1,474		\$2,445,489		\$106,200,279
Teacher Retention Allotment		167	\$302,000	0.3%	
^{1f} General pay increase - 2.0% (\$1,450)		1,474	\$2,142,794	2.0%	
Adjustments - hiring schedule equity		4	\$695	0.0%	
Administrative Professional	505		\$1,277,569		\$44,318,503
^{1c} General pay increase - 2.0% of pay range midpoint		505	\$966,457	2.2%	
Adjustments - 1.0% above pay range minimum		24	\$47,495	0.1%	
Adjustments - teacher pay equity		164	\$263,617	0.6%	
Clerical Paraprofessional	740		\$545,115		\$20,900,458
^{1c} General pay increase - 2.0% of pay range midpoint		731	\$451,125	2.2%	
General pay increase - 2.0% to employees over range max		9	\$4,129	0.0%	
Adjustments - 1.0% above pay range minimum		71	\$8,060	0.0%	
Adjustments - placement scale		293	\$81,801	0.4%	
Manual Trades	731		\$883,357		\$20,693,925
^{1c} General pay increase - 2.0% of pay range midpoint		717	\$444,132	2.1%	
General pay increase - 2.0% to employees over range max		14	\$7,519	0.0%	
Adjustments - 1.0% above pay range minimum		96	\$16,423	0.1%	
Adjustments - placement scale		449	\$415,283	2.0%	
Police	57		\$244,081		\$2,359,851
^{1c} General pay increase - 2.0% of pay range midpoint		53	\$52,124	2.2%	
General pay increase - 2.0% to employees over range max		4	\$1,478	0.1%	
Adjustments - 1.0% above pay range minimum		8	\$36,835	1.6%	
Adjustments - placement scale		26	\$152,703	6.5%	
Adjustments - strategic		1	\$941	0.0%	
Subtotal - General Pay Increase		3,507	\$4,069,758	2.1%	
Subtotal - Teacher Retention Allotment		167	\$302,000	0.5%	
Subtotal - Implementation/Equity Adjustments		1,136	\$1,023,853	0.5%	
Total Cost Estimate	3,507		\$5,395,611	2.8%	\$194,473,016

Footnotes:

^{1c} Pay increases were applied to all employees and itemized separately for employees at or above the maximum rate.

^{1f} Pay increases were applied to all employees, including those receiving the TRA.