



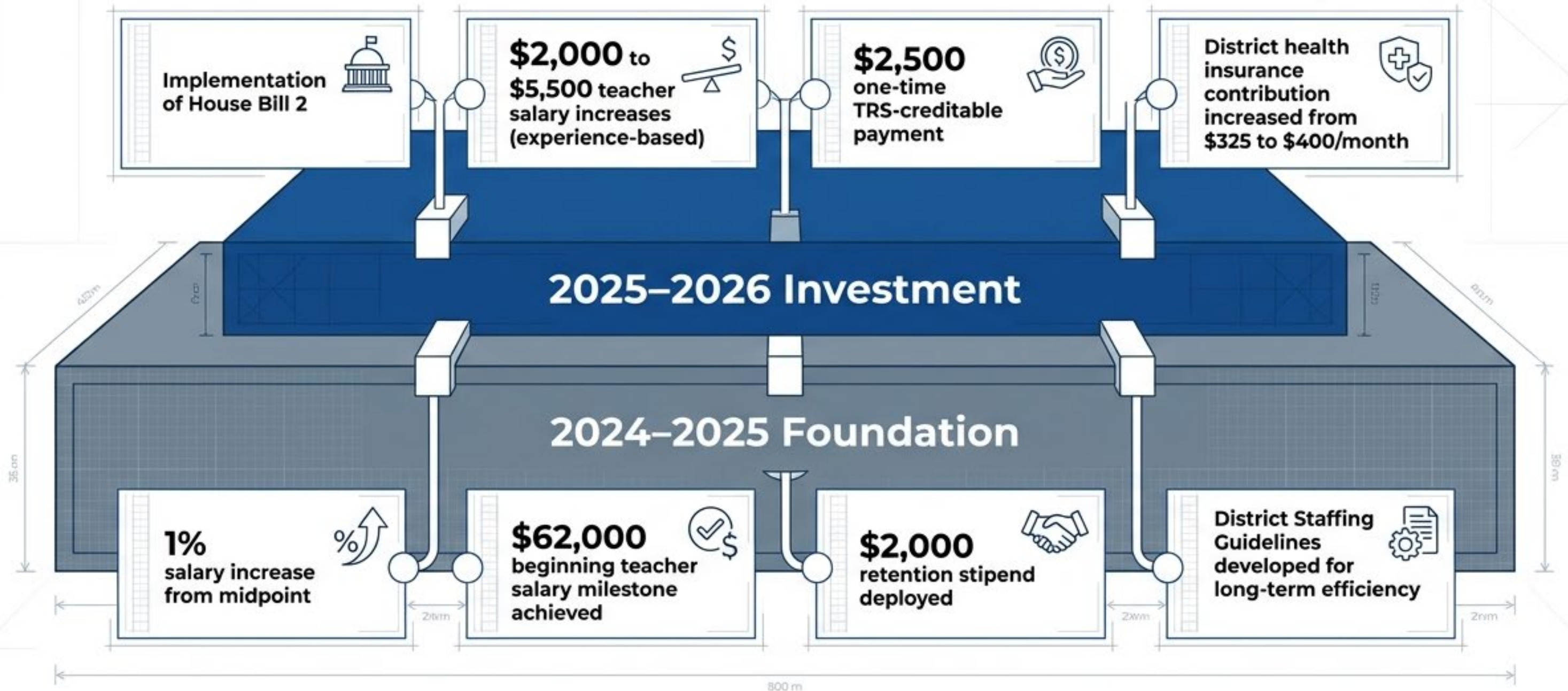
Educate.
Inspire.
EMPOWER!

A Data-Driven Approach to the 2026-2027 Compensation Plan

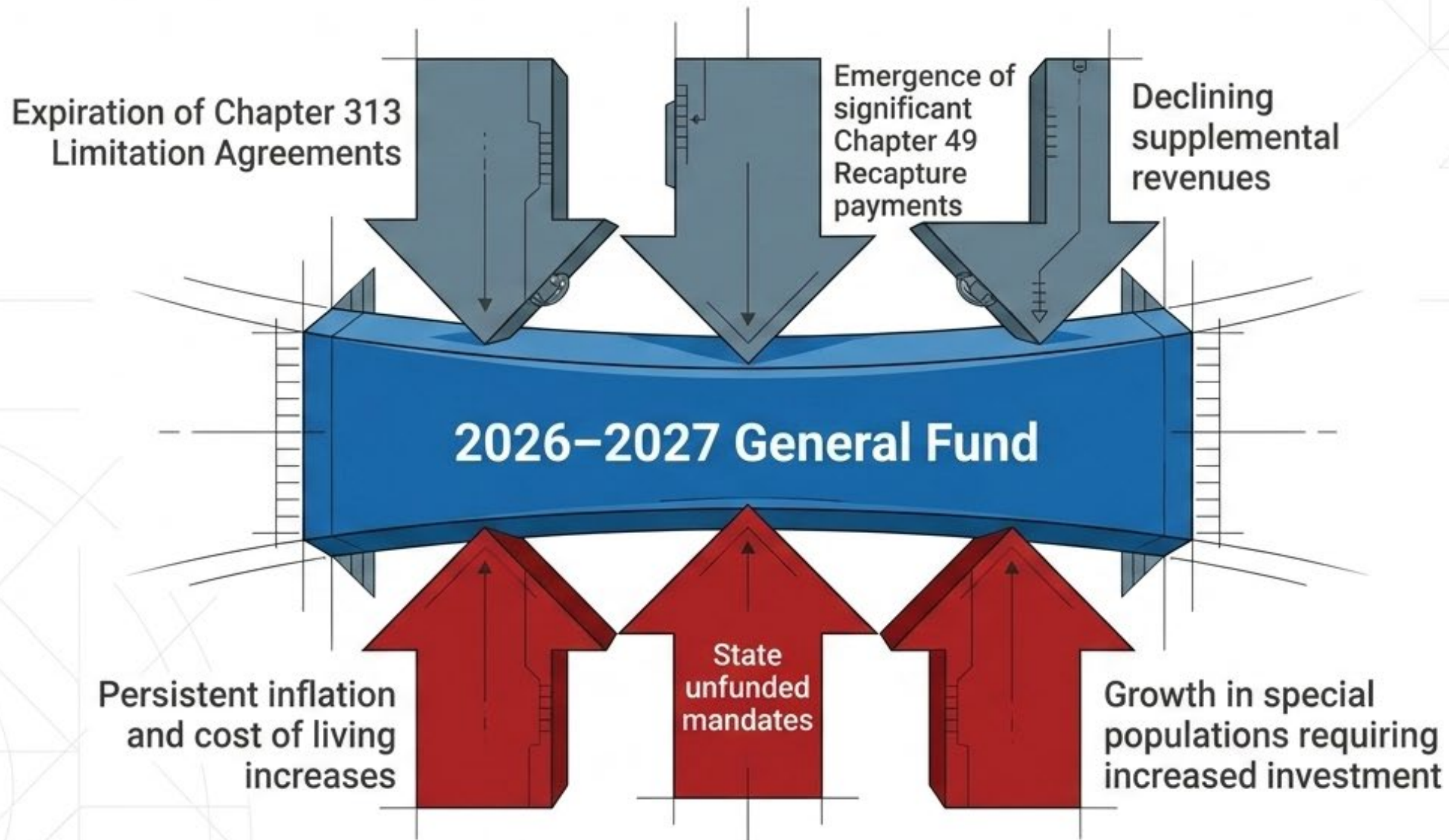


June 15, 2026 | Board of Trustees Presentation

Building a Sustainable Foundation for Our Educators



The Convergence of State and Local Economic Pressures



A Deliberative, Six-Month Planning Process

February 2026



Budget Development Launch

Budget Workshop #1 (Feb 9).
Review of Texas School Finance, legislative updates, and revenue projections.

March - April 2026



Long-Range Compensation Planning Committee.

(3rd consecutive year)

Reviewed market competitiveness, employee survey feedback, and long-term sustainability (March 19 & April 30).

May 2026



Grassroots Engagement & Workshop #2

Dr. Cavazos met directly with campus principals and employee groups.

Budget Workshop #2 (May 18) refined deficit projections and balancing strategies.

June 2026



Board Consideration

Final handbook and compensation plan presented for oversight (June 15).

Anatomy of the Evaluated Compensation Package



Every element was analyzed to maximize employee impact without triggering long-term structural deficits.

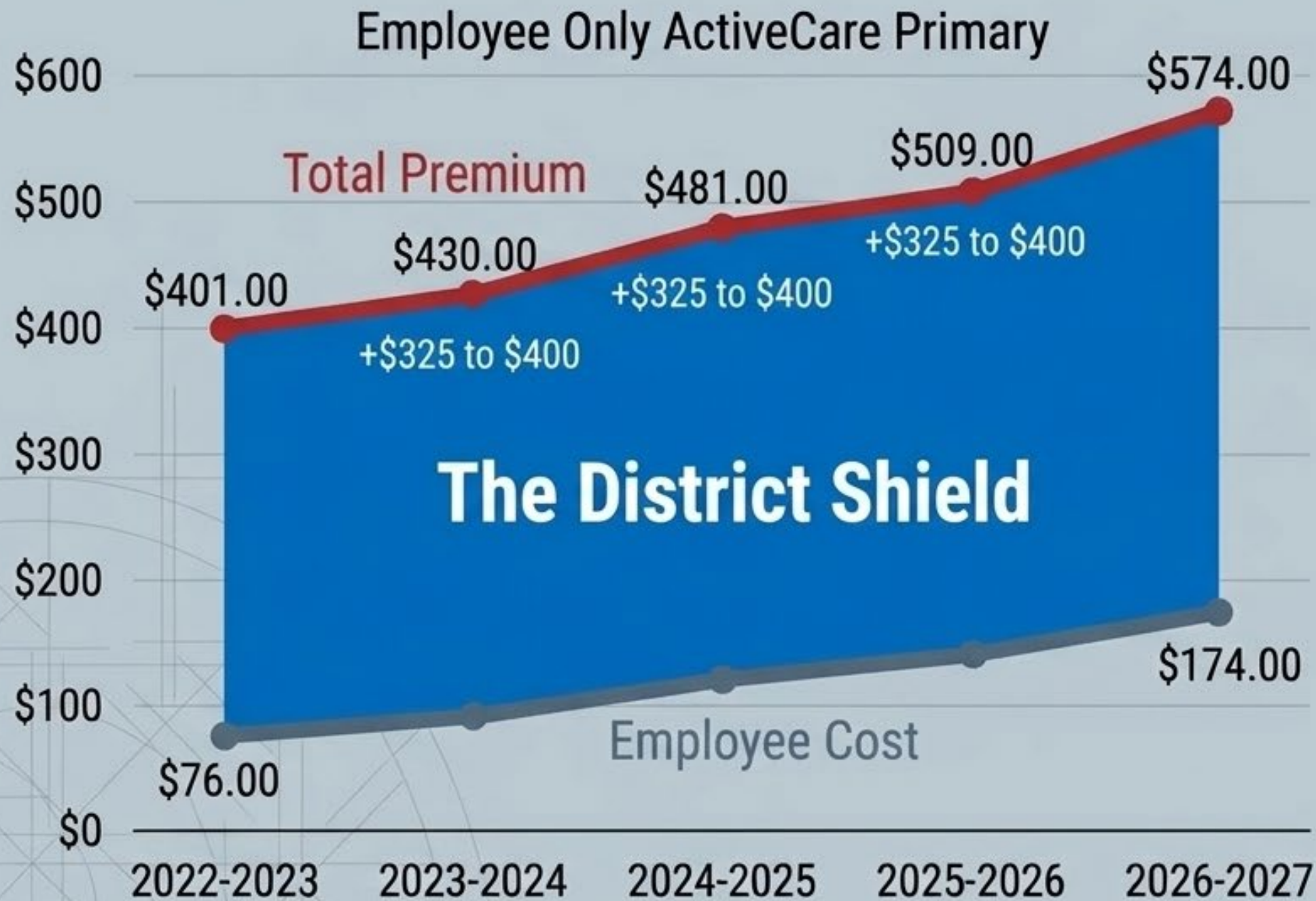
Medical Benefits

5 YEAR HISTORICAL ANALYSIS

ActiveCare Monthly Premiums *Without* Employer Contribution

2022-2023		2023-2024		2024-2025		2025-2026		2026-2027		
ActiveCare Primary	Increase	ActiveCare Primary	Increase	ActiveCare Primary	Increase	ActiveCare Primary	Increase	ActiveCare Primary	\$ Increase since 2022	% Increase since 2022
EO \$ 401.00	7.2%	EO \$ 430.00	11.9%	EO \$ 481.00	5.8%	EO \$ 509.00	12.8%	EO \$ 574.00	\$ 173.00	43.1%
Emp. Spouse \$ 1,130.00	2.7%	Emp. Spouse \$ 1,161.00	11.9%	Emp. Spouse \$ 1,299.00	5.9%	Emp. Spouse \$ 1,375.00	12.7%	Emp. Spouse \$ 1,550.00	\$ 420.00	37.2%
Emp. Child \$ 721.00	1.4%	Emp. Child \$ 731.00	11.9%	Emp. Child \$ 818.00	5.9%	Emp. Child \$ 866.00	12.7%	Emp. Child \$ 976.00	\$ 255.00	35.4%
Emp. Family \$ 1,353.00	8.1%	Emp. Family \$ 1,462.00	11.9%	Emp. Family \$ 1,636.00	5.8%	Emp. Family \$ 1,731.00	12.8%	Emp. Family \$ 1,952.00	\$ 599.00	44.3%
ActiveCare HD		ActiveCare HD		ActiveCare HD		ActiveCare HD		ActiveCare HD		
EO \$ 414.00	7.0%	EO \$ 443.00	12.0%	EO \$ 496.00	5.6%	EO \$ 524.00	12.6%	EO \$ 590.00	\$ 176.00	42.5%
Emp. Spouse \$ 1,163.00	2.9%	Emp. Spouse \$ 1,197.00	11.9%	Emp. Spouse \$ 1,340.00	5.6%	Emp. Spouse \$ 1,415.00	12.6%	Emp. Spouse \$ 1,593.00	\$ 430.00	37.0%
Emp. Child \$ 742.00	1.6%	Emp. Child \$ 754.00	11.9%	Emp. Child \$ 844.00	5.6%	Emp. Child \$ 891.00	12.6%	Emp. Child \$ 1,003.00	\$ 261.00	35.2%
Emp. Family \$ 1,391.00	8.3%	Emp. Family \$ 1,507.00	11.9%	Emp. Family \$ 1,687.00	5.6%	Emp. Family \$ 1,782.00	12.6%	Emp. Family \$ 2,006.00	\$ 615.00	44.2%
ActiveCare Primary+		ActiveCare Primary+		ActiveCare Primary+		ActiveCare Primary+		ActiveCare Primary+		
EO \$ 504.00	0.2%	EO \$ 505.00	11.7%	EO \$ 564.00	6.0%	EO \$ 598.00	12.9%	EO \$ 675.00	\$ 171.00	33.9%
Emp. Spouse \$ 1,231.00	6.7%	Emp. Spouse \$ 1,313.00	11.7%	Emp. Spouse \$ 1,467.00	6.0%	Emp. Spouse \$ 1,555.00	12.9%	Emp. Spouse \$ 1,755.00	\$ 524.00	42.6%
Emp. Child \$ 810.00	6.0%	Emp. Child \$ 859.00	11.6%	Emp. Child \$ 959.00	6.0%	Emp. Child \$ 1,017.00	12.9%	Emp. Child \$ 1,148.00	\$ 338.00	41.7%
Emp. Family \$ 1,548.00	7.7%	Emp. Family \$ 1,667.00	11.7%	Emp. Family \$ 1,862.00	6.0%	Emp. Family \$ 1,974.00	12.9%	Emp. Family \$ 2,228.00	\$ 680.00	43.9%

Implementing the "District Shield" Strategy



While total costs surged by \$173, aggressive increases in district contributions absorbed the shock—limiting the employee impact to just \$98 over five years.

The Strategy Behind Maintaining Current Base Pay



Protecting the Future

Maintaining the current base pay (no recurring increase) is a required defense against creating long-term structural deficits.

The Revenue Cliff

Supplemental revenues from Chapter 313 limitation agreements are declining, while Chapter 49 Recapture obligations are simultaneously increasing.

Fiscal Responsibility

Committing to new recurring expenses without matching recurring revenue risks future layoffs or program cuts.

By holding base pay steady, GPISD ensures financial stability while utilizing One-Time Increases to immediately support our educators.

Evaluating Options for One-Time Pay Increases

Shared Foundation:

- Maintains current base pay (no recurring increase).
- Fully structured for TRS creditability.

Option 1

\$2,500

One-Time Increase

- Substantial immediate support for employees.

**Status: Proposed
Recommended Compensation
for All Eligible Employees.**

Option 2




\$3,000

One-Time Increase

- Maximum immediate support.

**Status: Alternative option for
Board consideration based on
budget tolerances.**

Ensuring Strict TRS Creditability Compliance

TRS Rule	GPISD Implementation	Compliance
Proportionate Accrual	The right to receive payment accrues proportionately as the employee renders service throughout the year.	
Advanced Approval	The School Board approves the increase in advance of the school year, before employees begin work.	
Not a Retention Bonus	Payment is explicitly for service rendered, not simply for being employed on a specific date.	

Part-Time Eligibility:
Eligible part-time employees will receive 50% of the approved One-Time Increase.

Compensation Handbook

Summary of Recommended 2026-2027 Updates

System-Wide Pay

- 1. Teacher Salary Hiring Plan**
- 2. One-Time Pay Increase**
- 3. Substitute & Vacancy Updates**

Administrative Optimization

- 4. Asst. Dir Food & Nutrition/Dietician Reclassification**
- 5. Accountant II Reclassification**
- 6. Coord - Purchasing Calendar Expansion**
- 7. New Roles:** Dir of Fine Arts & Coord of TIA

Targeted Incentives

- 8. Sp. Ed. Aide Rate Increases**
- 9. Sp. Ed. Teacher & Head Nurse Stipend Increases**
- 10. Grant Funding (Residency) & Program Stipends (Dance, Counselor, Theater, Book-a-Palooza)**

Leading South Texas in Educator Investment

\$63,000

Maintaining a \$63,000 beginning teacher salary—securing our position as a compensation leader in the region.

>97%

More than 97% of the General Fund budget (excluding Chapter 313 supplemental payments) is invested directly in employee salaries and benefits.

GPISD remains relentlessly committed to attracting and retaining exceptional employees while maintaining long-term fiscal responsibility for our taxpayers and students.

Culmination of Planning & Board Oversight

This 2026-2027 Compensation Plan and updated Handbook represents months of stewardship, exhaustive financial planning, and dedicated employee advocacy.

Status: This report is presented for Board information and preparation.

Next Step: Formal action and approval will be requested at the June 15, 2026 meeting.

Thank You!