

# Terrell Independent School District

## Executive Summary Report

Date	District Objective	
May 18, 2026	<p><b>Goal 1:</b> Student Achievement: Accelerate Student Learning to dramatically increase the number of students who perform on or above grade level.</p> <p><b>Goal 2:</b> School Culture: Create safe and secure learning environments that focus on the social, emotional, and cultural needs of every student.</p> <p><b>Goal 3:</b> Human Capital and Resources: Develop the capacity of every teacher and staff member to deliver rigorous, enriching learning experiences to every student and ensure safety of all.</p> <p><b>Goal 5:</b> Community Engagement and Outreach: Elevate district pride by strengthening partnerships with families, community, and the business community.</p>	

**Agenda Item:** Consider All Matters Related to the 2026-2027 Compensation Plan Including Proposed Compensation Adjustments

**Summary:**

A competitive compensation plan has been identified as a top District priority to support the recruitment and retention of high-quality staff. Information will be presented related to the proposed compensation plan for the 2026-2027 school/fiscal year.

The district contracted with TASB to conduct a “Pay Systems Maintenance” review and the findings from that study were received in April 2026. On April 20, 2026 The Board of Trustees adopted the Teacher Hiring Salary Scale as recommended by TASB.

The administration now recommends adoption of the **remaining components** of the 2026–2027 Compensation Plan.

**Recommended Actions**

1. **Adopt the TASB Proposed Pay Range Plan** (Establishes a structured and market-aligned compensation framework)
2. **Administrative/Professional Pay Adjustment**  
General pay increase of **2.0% of midpoint**
3. **Paraprofessional/Auxiliary Pay Adjustment**  
General pay increase of **2.5% of midpoint**
4. **Strategic Stipend and Supplemental Pay Adjustments**  
Targeted enhancements to support critical roles and responsibilities
5. **Targeted Market and Equity Adjustments** (To ensure fairness, competitiveness, and internal equity)
  - Teacher pay equity adjustments for identified career pathway staff
  - Strategic market-based adjustments
  - Placement scale adjustments to **reduce pay compression** across identified pay grades
  - Pay grade adjustments for **Cafeteria Manager positions**

This compensation plan is designed to:

- Strengthen **employee retention and recruitment**
- Maintain **regional salary competitiveness**
- Support **high-quality instruction and student outcomes**
- Balance **employee investment with deficit reduction efforts**

The estimated total budget impact of the proposed plan, including the previously approved teacher scale, is \$1,064,000.

**Attachments:**

The following items will be provided under separate cover:  
2026-2027 Compensation Plan Summary  
2026-2027 New Hire Salary Schedule for Teachers / 10 Month  
2026-2027 Pay Ranges  
2026-2027 Stipend Schedule  
2026-2027 Supplemental Pay  
2026-2027 Substitute Pay

**Administrative Recommendation:**

It is the recommendation of the Superintendent for the Board of Trustees to Consider authorizing and approving the 2026-2027 compensation plan and authorizing across the board pay increases for eligible staff as presented and proposed by the TASB review.

**Budget/Funding**

All Funds