

Killeen Independent School District
Board Agenda Item Action Sheet

Date: July 28, 2026

Agenda Item Caption: Consideration of Proposed Employee Compensation Plan General Pay Increases for Fiscal Year 2027

Purpose of Agenda Item: Action needed

Administrative Recommendation: Move to approve 1) a \$14.00 per hour minimum wage while maintaining the pay scale stratification, 2) a 1% general pay increase for all employees and 3) a \$600 increase for all employees for the 2026-2027 school year, as presented.

Background Information: As part of the district's annual budget planning, the administration assessed several general pay increase (GPI) scenarios and their effect on the overall general fund budget. The proposed Teacher Placement Schedule is inclusive of the recommended pay increases and will increase a starting teacher's salary with zero years of experience from \$59,160 to \$59,400.

Fiscal Analysis: \$7.3 million from the general fund

Regulatory Requirement: Board Policies DEA (Legal) and (Local): Compensation and Benefits – Compensation Plan

Contact Person for Additional Questions/Information:

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Attachments: Proposed SY 2026-2027 Teacher Placement Schedule

Signature Requested: No