



NORTH EAST INDEPENDENT SCHOOL DISTRICT

Date: June 15, 2026

Presenter:

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Executive Director,
Human Resources

Subject: Proposed Compensation
Plan for 2026-2027

Related Page(s):

Pay Scales 2026-2027
Retention Supplement Resolution

ACTION ITEM

BACKGROUND INFORMATION

It is the goal of the North East Independent School District to maintain a pay system that allows the District to continue to recruit and retain quality personnel.

ADMINISTRATIVE CONSIDERATION

District Administration recommends the following Compensation Plan for the 2026-2027 School Year, which includes:

Classroom Teacher Pay Scales (based on a 10-month assignment):

- Texas Education Code § 5.001 defines “classroom teacher” as an educator who is employed by a school district and who, not less than an average of four hours each day, teaches in an academic instructional setting or a career and technology instructional setting
- Maintain the starting salary for certified classroom teachers, with zero years of creditable experience, at \$57,500 with no increase for continuing teachers, except for those earning 3, 4 or 5 years of creditable experience.
- In accordance with House Bill 2, approved in the State of Texas 89th Legislative Session, for the 2026-2027 school year and each subsequent school year, a district must utilize the funds received under the Teacher Retention Allotment (TRA) to maintain the salary increase for teachers with 3 or 5 years of creditable experience. Therefore, for the returning classroom teachers who have earned a creditable year, grant the following pay increases:
 - 3 years of creditable experience = \$2,500 annually
 - 4 years of creditable experience = \$1,150 annually
 - 5 years of creditable experience = \$5,000 annually
- Place new-to-district classroom teachers with 25+ years of experience at the new maximum of \$70,350

Additionally, under House Bill 2, the Texas Education Code, Section 21.402, was amended to state a school district must pay to a classroom teacher with zero years of experience who holds a certificate under Section 21.0412(a)(1), (2), or (3) a minimum salary that is greater than the minimum salary paid to a classroom teacher with zero years of experience who does not hold a certificate under Section 21.0412(a)(1), (2), or (3).

Therefore, it is recommended the starting salary for a non-certified teacher with zero years of experience be \$57,200.

All Other Pay Scales:

- Maintain pay ranges as they exist on the 2025-2026 pay scales
- Freeze salary for returning employees at the 2025-2026 rates

Retention Supplement

The administration of NEISD further recommends a one-time retention supplement for the first semester of the 2026-2027 school year. This supplement is outside any employment contract and only applies to the 2026-2027 school year.

In order to qualify, employees must have a hire date on or before October 1, 2026. If implemented, qualified employees will receive a supplement in accordance with the terms outlined in the attached resolution. The implemented supplement will be paid in November 2026 and will be conditioned upon the qualified employee being employed through the last day of the 2026 fall semester in good standing.

The administration also recommends the Board of Trustees approve a prospective retention supplement for the second semester in the event the District's total student enrollment exceeds the projected number of 51,088 by more than 750 students and/or the average student attendance rate is above 93.5% as of October 30, 2026. In order to qualify, employees must have a hire date on or before February 1, 2027. If implemented, qualified employees will receive a supplement in accordance with the terms outlined in the attached resolution. The implemented supplement will be paid in May 2027 and will be conditioned upon the qualified employee's completion of their 2027 spring semester work schedule in good standing.

The Kid's Involvement Network (KIN) assistants are regularly scheduled to work on all instructional school days and are eligible to earn retirement benefits through the Teacher Retirement System of Texas; therefore, they are deemed eligible for the supplement. However, all other temporary and substitute employees are ineligible for the supplement.

Teacher Incentive Allotment

In accordance with the Teacher Incentive Allotment (TIA) approved under House Bill 3, State of Texas 86th Legislative Session, our District receives additional state funding for each designated teacher employed. For any funds received by North East ISD for a designated teacher under the TIA, 90% percent of the allotment will be spent on teacher compensation and other student-facing instructional paraprofessionals at the campus where the designated teacher works. The remaining 10% percent will be used for costs as permitted by the Texas Education Agency. Should our District receive funding for a designated teacher who resigns or retires, our District will forward payment to the resigned or retired teacher if the designated teacher fulfills his/her work schedule for the 2026-2027 school year. Such funds are not part of any employment contract.

The Board of Trustees may adjust the compensation reflected in this portion of the plan as necessary to utilize funds available under the TIA which were not known at the time this plan was initially adopted. Distribution of the TIA funds will comply with state law and Texas Education Agency guidance, as currently written or as hereafter may be amended by the Texas Education Agency.

BUDGETARY CONSIDERATION

The proposed Compensation Plan serves to provide those eligible employees as described herein with a salary increase, to provide a one-time retention supplement in November, a prospective one-time retention supplement in May and to utilize possible Teacher Incentive Allotment funds received for the 2026-2027 school year. This proposal and its impact to the budget have been discussed in detail during the budget presentations.

ADMINISTRATIVE RECOMMENDATION

It is recommended that the Board of Trustees approve the Compensation Plan for the 2026-2027 school year.

BOARD ACTION REQUIRED

Approval/Disapproval