




MEMORANDUM

To: Dr. Tim Harkrider, Superintendent of Schools 

From: Heather Wilson, Chief Financial Officer

Date: June 12, 2025

Subject: Consideration of the Compensation Plan for the 2025-2026 Academic Year

Agenda Item: J – 1.

BACKGROUND

Compensation and benefits continue to comprise over 84% of College Station ISD's General Fund Budget. Each year, the District evaluates compensation and benefits to ensure we remain competitive with our peer districts and regional markets. This is critical to our ability to attract and retain high-quality educators and staff, particularly in hard-to-fill roles.

The full compensation plan includes salary schedules for teachers and all other employees, a stipend schedule, and health insurance and benefit offerings. The Board of Trustees approved the 2025–2026 health insurance plan during the May board meeting.

This year, the Texas Legislature allocated \$8.5 billion in new public school funding, with more than \$4.2 billion directed toward classroom teacher compensation via House Bill 2 (HB2). Under HB2:

- Classroom teachers with 3–4 years of experience will receive \$2,500, and
- Those with 5 or more years of experience will receive \$5,000.

Additionally, districts were granted a support staff allotment based on \$45 per student in average daily attendance to improve non-administrative staff pay.

However, despite this new funding, most of it is earmarked for specific initiatives. Like districts across Texas, College Station ISD faces challenging budget decisions and anticipates a deficit in the upcoming fiscal year. Still, we believe every staff member contributes meaningfully to student success, and we must ensure compensation remains competitive.



2024–2025 COMPENSATION PLAN OPTIONS

The District has developed six compensation plan options for Board consideration. All plans incorporate the HB2 teacher compensation requirements and propose increases for non-teaching staff as outlined below.

Common to Plans A - C

- HB2 raises for classroom teachers (\$2,500 or \$5,000 based on experience)
- \$2,500 base pay increase for all other employees on the teacher pay scale
- Beginning teacher pay increases from \$51,750 to \$52,250
- Continuation of the Teacher Incentive Allotment (TIA)
- Market-based adjustments to select position paygrades

Plan Summaries

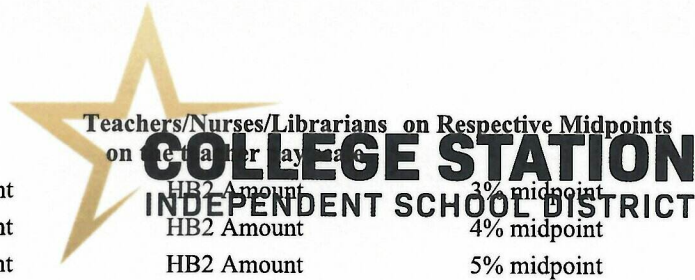
Plan	Classroom Teachers (HB2)	Other Teachers/Nurses/Librarians on the teacher pay scale	All Other Staff – Based on Respective Midpoints	Est. Cost
A	HB2 Amount	+\$2,500	3% midpoint	\$ 5,886,588
B	HB2 Amount	+\$2,500	4% midpoint	\$ 6,415,766
C	HB2 Amount	+\$2,500	5% midpoint	\$ 6,842,598

Common to Plans D - F

- HB2 raises for all teachers paid on the teacher pay scale based on experience
 - \$2,500 base pay increase for employees with 1-4 years of experience
 - \$5,000 base pay increase for employees with over 5 years of experience
- Beginning teacher pay increases from \$51,750 to \$52,250
- Continuation of the Teacher Incentive Allotment (TIA)
- Market-based adjustments to select position paygrades

Plan Summaries

Plan	Teachers (HB2)	Other	All Other Staff – Based	Est. Cost
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D	HB2 Amount	HB2 Amount	3% midpoint	\$ 6,167,234
E	HB2 Amount	HB2 Amount	4% midpoint	\$ 6,696,412
F	HB2 Amount	HB2 Amount	5% midpoint	\$ 7,123,244

RECOMMENDATION

It is recommended that the Board of Trustees of College Station Independent School District approve the 2025-2026 compensation plan as presented.

Heather Wilson
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Dr. Tim Harkrider
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