

Compensation Updates

April 2026



District Goal 2: Recruitment, Retention, and Support of Highly Qualified Staff



- Recruit Employees
 - Competitive entry rates
 - Most pay groups offer salaries above target market median

- Pay for Job Value
 - Provide adjustments to improve market competitiveness and maintain internal equity

- Retain Employees
 - Market-competitive pay increases
 - Support work-life balance

- Control Costs
 - Salary plan and increases driven by budget

OBJECTIVES

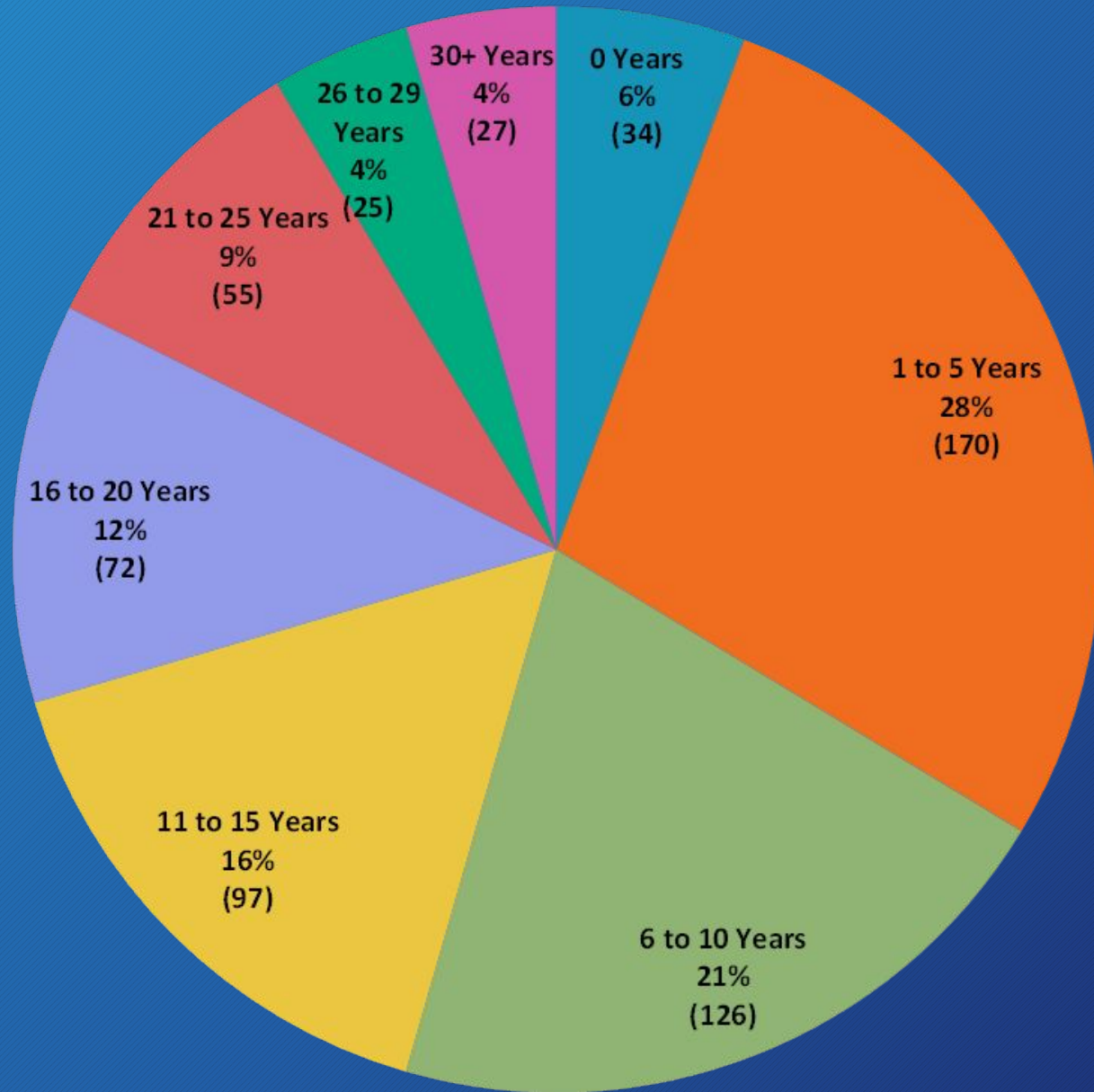


MARKET

	District	ESC Region	Student Enrollment	Number of FTE	Teacher	Exempt* & Nonexempt
1	Belton ISD	12	13,808	2,103	X	X
2	Bosqueville ISD	12	726	119	X	X
3	Bryan ISD	06	15,897	2,926	X	X
4	China Spring ISD	12	3,000	400	X	X
5	Connally ISD	12	2,106	385	X	X
6	Copperas Cove ISD	12	7,630	1,352	X	X
7	Hillsboro ISD	12	1,929	294	X	X
8	Killeen ISD	12	43,864	6,249	X	X
9	Lorena ISD	12	1,739	304	X	X
10	Marlin ISD	12	800	176	X	X
11	McGregor ISD	12	1,496	274	X	X
12	Moody ISD	12	727	116	**	
13	Robinson ISD	12	2,404	342	X	X
14	Temple ISD	12	8,641	1,389	X	X
15	Valley Mills ISD	12	666	102	X	X
16	Waco ISD	12	12,968	2,239	X	X
17	Waxahachie ISD	10	11,052	1,615	X	X
Midway ISD-McLennan County		12	8,727	1,365	17	16

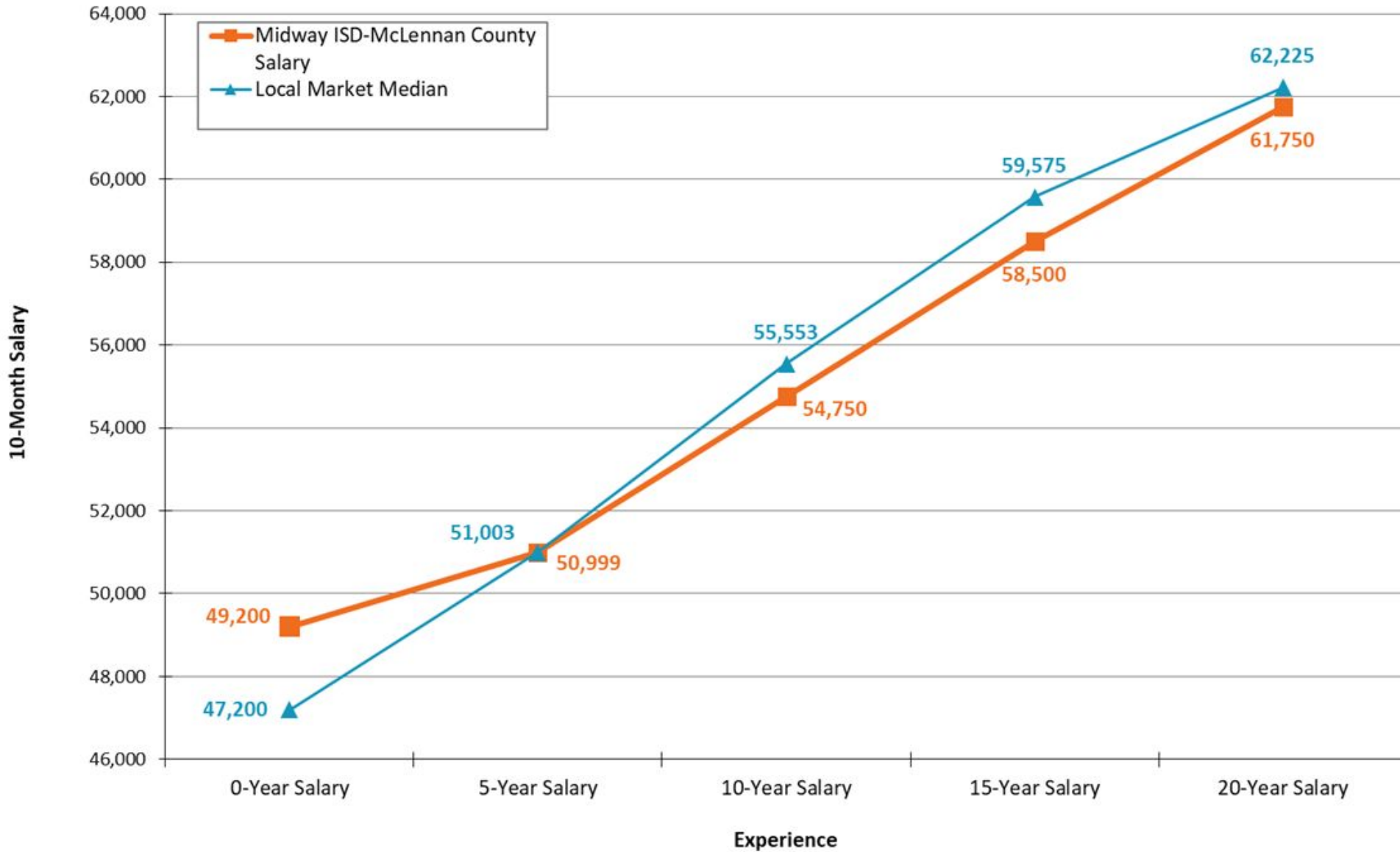


EXPERIENCE



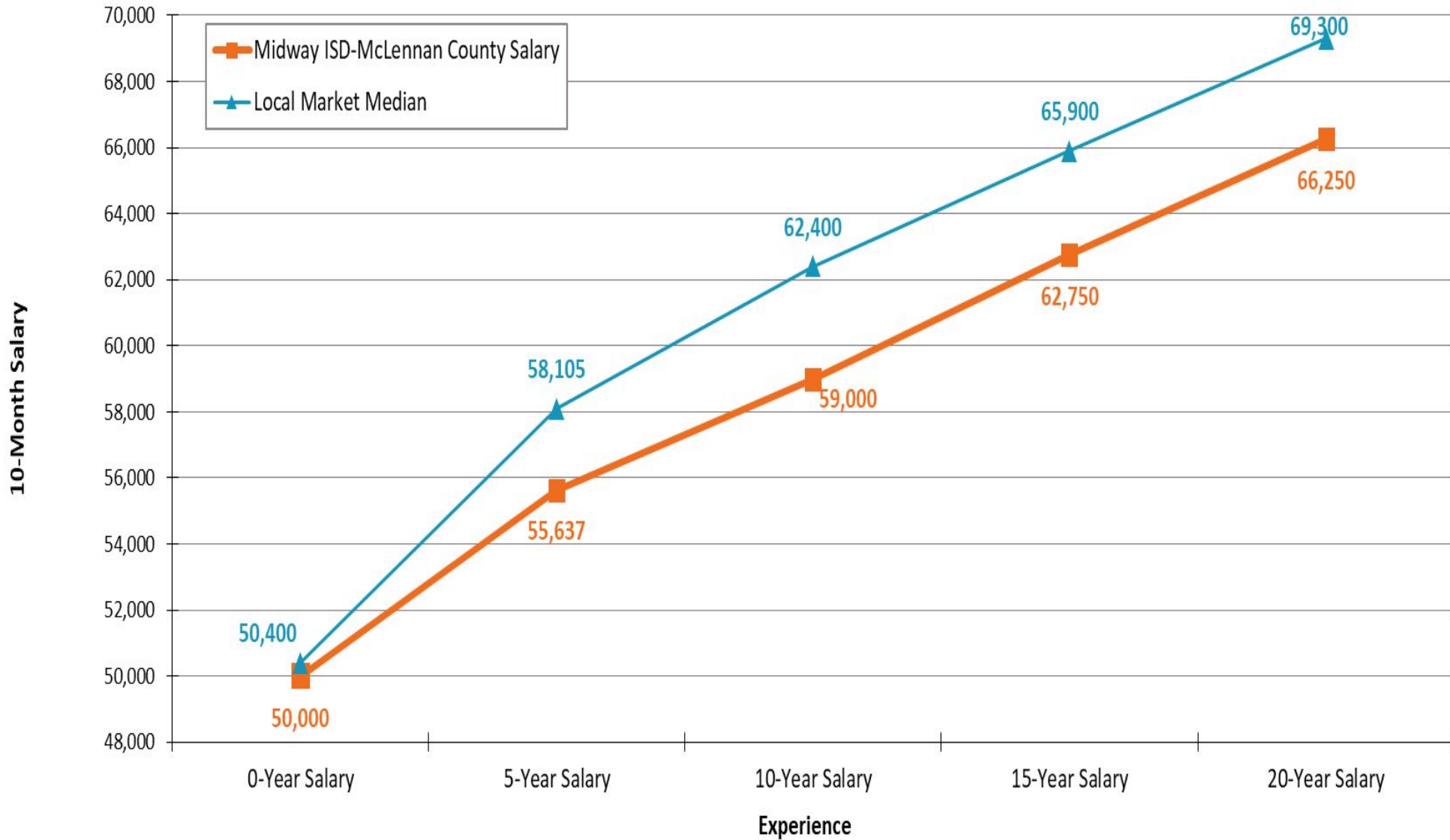
606 Teachers

Teacher Salary Plan, 2024-2025 Market Comparison



2024-2025

Teacher Salary Plan, 2025-2026 Market Comparison



2025-2026

Teachers - Market Salaries



	0 - Years	5 - Years	10 - Years	15 - Years	20 - Years	Average Salary
Midway ISD Salary	\$50,000	\$55,637	\$59,000	\$62,750	\$66,250	\$59,186
Local Market Median	\$50,400	\$58,105	\$62,400	\$65,900	\$69,300	\$61,801
Percent of Market	99%	96%	95%	95%	96%	96%
Difference from Market	(\$400)	(\$2,468)	(\$3,400)	(\$3,150)	(\$3,050)	(\$2,615)

MARKET

Teachers - Market Stipends



Stipend	Midway ISD	Median
Master's Degree - General	\$1,000	\$1,000
Doctorate Degree – General	\$3,000	--
Secondary Math	\$3,000	\$3,000
Secondary Science	\$3,000	\$3,000
Special Education - General/Resource	\$1,500	\$1,500
Special Education - High Needs	\$6,000	\$3,750
National Board Certification	\$2,000	--
Foreign Language	\$2,500	\$3,000

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Other Pay Groups - Market Salaries



Pay Group	Employee Pay to Market	Pay Grade Midpoint to Market	Pay Grade Minimum to Market
Central Administration (S)	96%	98%	--
Central Administration (M)	98%	100%	--
Campus Administration	100%	101%	--
Professional	101%	104%	--
Clerical & Technical	101%	100%	101%
Instructional Support	101%	96%	102%
Auxiliary	98%	99%	105%

MARKET

District Goal 2: Recruitment & Retention of Highly Qualified Staff



- 2021 - 2022: 2% GPI on salary, all staff
- 2022 - 2023: 2.5% GPI on paygrade midpoints
- 2023 - 2024: Tiered GPI on paygrade midpoints
 - 2% Administrators/Professionals
 - 3% Teachers
 - 4% Auxiliary/Paraprofessionals
- 2024 - 2025: 2% GPI on paygrade midpoints
- 2025 - 2026: TRA for teachers, 2% GPI on paygrade midpoints for all other employee groups
 - \$2,500 for 3 - 5 year teachers
 - \$5,000 for 5+ year teachers

HISTORICAL

DRAFT Pay Plan: 2% GPI (w/ cap on adjustments)



Pay Group	Teacher Retention Allotment	General Pay Increase	Adjustments	Estimated Total Increase
Teachers	\$149,550	\$748,932	\$3,209	\$901,691
Professional Administrative	\$0	\$336,402	\$27,992	\$364,394
Paraprofessional	\$0	\$156,979	\$105,957	\$262,936
Auxiliary	\$0	\$143,563	\$65,604	\$209,167
Total	\$149,550	\$1,385,876	\$202,762	\$1,738,188
% of Current Costs	0.2%	2.1%	0.3%	2.6%

Compensation Plan 2026-2027



- Recommend commitment of no more than **\$2,000,000 for compensation plan**
 - Implement pay structure adjustments to align with market
 - Adopt a 2% general pay increase (GPI) *for all staff* to maintain market position
 - Provide adjustments to address market differences and maintain equity
 - No increase to contribution for health insurance
 - For those who do not take health insurance, lessen amount of contribution for flex card
 - \$150 instead of \$300
 - Continue to annually review district compensation plan and update to remain competitive