

McKinney Independent School District
#1 Duvall Street, McKinney, Texas 75069

To: Board of Trustees
From: Shawn Pratt, Superintendent
Subject: 2026-2027 Compensation Plan
Date: May 18, 2026

The Superintendent shall recommend an annual compensation plan for all district employees. The compensation plan may include wage and salary structures, stipends, benefits, and incentives. The recommended plan shall support district goals for hiring and retaining highly qualified employees. The Board shall review and approve the compensation plan to be used by the District. The Board approved the following compensation increases based on the midpoint of the pay grade/scale.

- Certified Teachers = 3.5%
- Non-Exempt Eligible Employees = 3.5%
- Exempt Eligible Employees = 3.5%
- Starting Certified Teacher Compensation = \$64,700 (Base Salary)

The Compensation Plan for 2026-2027 incorporates the Board approved compensation increases.

Impact Statement: Make continuous efforts to uphold a staff consisting of highly qualified employees.

It is recommended: That the Board approve the proposed 2026-2027 Compensation Plan as presented.

Resource Person(s): Caryn Stolp, Coordinator of Budget for Salaries/Benefits

Respectfully submitted,

Shawn Pratt
Superintendent

Alana Chisum
Assistant Superintendent
Human Resources