



Meeting Date: May 12, 2026

Agenda Topic: 2026-2027 Compensation Plan Recommendation

Type of Item: New Business

Guiding Outcome: Exceptional Workplace Environment

Summary: This item requests approval for the DISD 2026-2027 compensation plan. This recommendation will include a general pay increase for all employees. The recommended general pay increase will be a minimum of 2% or 4% for all employees.

Background Information/  
Previous Board Action: The following are compensation recommendations for 2026-2027:  
• Provide a pay increase of 2% or 4% to address all employee groups.

Potential Operational Impact: Operational implementation will involve Human Resources and Payroll updating employee compensation data. All adjustments will be entered and processed within the payroll system.

Potential Financial Impact: Compensation scenarios include potential adjustments ranging from 2% to 4%. Associated cost projections for each option are detailed in the presentation.

Recommendation (Consent or  
New Business Only): The superintendent recommends a general pay increase for all employees.

Division: Human Resources

Department:

Submitted By: Dr. Susannah O'Bara, Superintendent of Schools  
Dr. Jeremy Thompson, Deputy Superintendent  
Jason Rainey, Interim Assistant Superintendent, Human Resources