

**BOARD OF TRUSTEES  
JARRELL INDEPENDENT SCHOOL DISTRICT  
JARRELL, TEXAS**

Date: May 20, 2026

Reported by: Bob Mabry

Subject: Review and possible adoption of the 2026-2027 Jarrell ISD Compensation plan.

**Discussion/Action**

**Background Information:**

In April, the Board of Trustees approved a three percent (3%) salary increase for all teachers with 0-2 years of experience and non-teaching staff. Teachers with 3 years or more experience will receive the Teacher Retention Allotment along with a step increase. This adjustment reflects the District's ongoing commitment to maintaining a competitive compensation structure, recognizing employee contributions, and addressing current economic conditions.

Additionally, this adjustment is responsive to current labor market trends and inflationary pressures. Providing a competitive compensation package is necessary to both retain experienced personnel and attract high-quality candidates in a competitive workforce environment. Neighboring districts and regional employers continue to make similar adjustments, reinforcing the importance of maintaining market alignment.

The finalized compensation plan, excluding stipends, will be published on the district website.

**Item Addressed:**

The proposed compensation plan outlines salary structures for the 2026–2027 school year, including the 3% pay increase designed to maintain market competitiveness and support employee retention. The principal pay scale has also been updated to reflect market alignment. Updated salary scales will also guide new hires.

The District's monthly contribution toward employee medical insurance will remain unchanged at \$445.

Strategic Goal:

3.2 Develop resources and processes to grow all employees personally and professionally.

3.2.1 Develop incentive programs that encourage and recognize employees to grow professionally.

3.2.2 Define and promote a district culture that assists staff recruitment, retention, and development.

Budget Impact:

Estimated \$300,000

Recommended Action:

Staff recommends the adoption of the proposed 2026-2027 Jarrell ISD Compensation Plan plan.

Suggested motion:

I move the Board of Trustees to adopt the 2026-2027 Jarrell ISD Compensation plan.