

Terrell Independent School District

Executive Summary Report

Date	District Guiding Pillar	
August 17, 2026	Goal 1: Student Achievement: Accelerate student learning to dramatically increase the number of students who perform on or above grade level. Goal 2: School Culture: Create safe and secure learning environments that focus on the social, emotional, and cultural needs of every student. Goal 3: Human Capital and Resources: Develop the capacity of every teacher and staff member to deliver rigorous, enriching learning experiences to every student and ensure safety of all. Goal 4: Organizational Efficiency: Develop a resource allocation plan and long-term facilities plan that supports and maintains the financial stability of the district, is aligned with identified priorities, addresses future growth and facility improvement needs, and represents being good stewards of taxpayer funds. Goal 5: Community Engagement and Outreach: Elevate district pride by strengthening partnerships with families, community, and the business community.	

Agenda Item: Consider Approval of the Reclassification of the Terrell ISD Police Officer Compensation Structure

Background

Administration has conducted a review of the current compensation structure for Terrell ISD Police Officers in light of the District's enrollment, staffing needs, and the increasingly competitive market for recruiting and retaining qualified law enforcement personnel.

Terrell ISD competes with municipal police departments, sheriff's offices, and neighboring school districts for experienced officers. The majority of applicants interested in employment with Terrell ISD are retired or former officers from municipal law enforcement agencies or sheriff's offices. As a result, prior verified law enforcement experience is one of the District's strongest recruiting advantages.

After reviewing compensation practices and evaluating the District's operational needs, Administration recommends implementing a hybrid compensation model that balances market competitiveness, internal equity, and fiscal responsibility.

Administration Recommendation

Administration recommends reclassifying the Terrell ISD Police Officer compensation structure to include the following components:

- Maintain a competitive police officer pay grade aligned with the District's compensation philosophy and regional market.
- Grant one-for-one credit for verified prior full-time law enforcement experience, subject to a Board-approved maximum of ten (10) years.
- Establish a minimum hiring salary comparable to the Terrell ISD Teacher Hiring Schedule, providing applicants with a transparent hiring scale from Step 0 through Step 10 based on verified years of experience.

Rationale

The proposed hybrid model is intended to:

- Improve the District's ability to recruit highly qualified and experienced law enforcement professionals.
- Recognize the value of prior public safety experience while maintaining fairness and consistency in compensation practices.
- Provide a clear, predictable, and transparent salary placement process for prospective employees.
- Enhance retention by offering a competitive compensation structure that acknowledges professional experience.
- Maintain fiscal responsibility by capping credited experience at ten years while preserving long-term salary sustainability.

Administration believes this approach represents the strongest long-term strategy for a district the size of Terrell ISD and positions the District to remain competitive in attracting experienced officers without creating excessive long-term financial obligations.

Fiscal Impact

Implementation of the proposed compensation structure will have a limited fiscal impact that can be accommodated within the Police Department's approved personnel budget. Salary placement will be based on verified law enforcement experience, with credit limited to a maximum of ten years.

Attachments:

Under Separate Cover - 2026-2027 Terrell ISD Police Officer Hiring Schedule

Administrative Recommendation:

Administration recommends that the Board of Trustees approve the reclassification of the Terrell ISD Police Officer compensation structure to adopt a hybrid salary model consisting of a competitive police officer pay grade, one-for-one credit for verified prior law enforcement experience up to ten years, and a minimum hiring salary with a transparent Step 0 through Step 10 hiring schedule.

Budget/Funding

199