

Midway Independent School District

Action: Consent Agenda:
Presentation: X Information:
Supporting Documents: X Date for Consideration: May 19, 2026



Subject: Compensation Plan Update

MISD Board of Trustees: April 21, 2026

Agenda Item – 8C

Background Information

We are in a unique and ever-changing hiring climate making recruitment and retention efforts vital to serving our students. District Goal #2 addresses these efforts with a further focus related to ensuring staff are qualified through appropriate certification and professional learning.

To remain as competitive as we can with our pay structures compared to surrounding districts and similar markets, we partnered with the Texas Association of School Boards (TASB) to conduct a Pay Systems Review. This presentation provides a summary of that review. The district-defined goals coupled with the Pay Systems Review helped shape the recommended Compensation Plan for 2026-2027 which will be presented here and considered next month.

Fiscal implications

No more than \$2,000,000

Administration Recommendation

Consideration for May 19, 2026

Contact Person

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