

# **AGENDA**

## **ITEM**

GOAL 5: The district will retain and recruit qualified staff that will maintain standards that foster success.

OBJECTIVE 5A: Hire and retain qualified personnel using district developed processes, procedures, and resources.

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**SUBJECT:** Pay raises for 2026-27.

**RATIONALE:** Through forward-looking, conservative fiscal leadership over the past 8 years, we are once again able to recommend a substantial pay raise for all Huntsville ISD employees to increase retention, as well as increase entry level pay for new employees to aid in recruiting efforts.

**RECOMMENDATION:** The administration recommends a pay increase for all employees, consisting of a flat dollar amount for all teachers and classroom instructional assistants equal to or greater than 5%, and 5% for all other employee groups. These amounts will increase the competitiveness of our pay structure in all areas, while focusing on classroom instruction.

**CONTACT PERSON(S):** Dr. Scott Sheppard and Paul Brown