



Carroll ISD Board of Trustees Approves Staff Pay Raises for 2026-2027 School Year

Southlake, Texas - The Carroll Independent School District Board of Trustees has approved a comprehensive compensation plan for the 2026-27 school year, reinforcing the District's commitment to attracting and retaining high-quality educators and staff while remaining fiscally responsible.

The approved plan includes a 3% raise for all staff members, with targeted adjustments to ensure equity and competitiveness across all roles in the District. The proposal was initially presented during the April 13, 2026 Special Board Workshop and later brought forward for consideration by Superintendent Dr. Jeremy Glenn and Executive Director of Human Resources Melanie Kibodeaux.

"Our goal is to strike a thoughtful balance, ensuring we remain competitive today while also planning responsibly for the future so we can continue to support and invest in our staff," said Board President Cam Bryan. "At the same time, we are committed to long-term, sustainable solutions that recognize the dedication of our employees and ensure we can continue showing our appreciation in meaningful and lasting ways."

As part of the compensation plan:

- Teachers will receive a salary increase slightly above a 3% midpoint adjustment, including an increase to the starting salary from \$60,200 to \$62,200 and a \$2,000 increase across each year of experience on the salary schedule.
- Additional local funding will be used to address pay disparities created by recent legislative changes, ensuring that positions such as special education staff, counselors, librarians, and nurses receive equitable compensation adjustments.
- Administrative and professional staff will receive a 3% raise, with select roles receiving targeted increases to remain competitive.
- Clerical, paraprofessional, and auxiliary staff will receive approximately a 5% midpoint increase, along with equity adjustments based on years of service.

At the April 20 Board Meeting, Dr. Glenn emphasized that the plan was designed to maintain proportionality across all employee groups while correcting previous inequities and positioning Carroll ISD for long-term sustainability.

The Board's direction to administration to develop an updated compensation plan was contingent upon the passage of the Voter-Approved Tax Ratification Election (VATRE) in Fall 2025, which provided additional local funding to support staff compensation.

Board Vice President Andrew Yeager expressed appreciation for the District's employees and the community's support.

"Our staff are the heart of Carroll ISD, and we are incredibly grateful for the dedication they bring to our students each and every day," said Yeager. "The Board is committed to ensuring we remain competitive so we can continue to recruit and retain the very best educators and staff. We also want to thank our community for supporting the VATRE this past fall. Those additional local resources made these raises possible and are a direct investment in our people."

The compensation plan also reflects a long-term strategy to remain competitive in a challenging funding environment, with the District continuing to balance financial stewardship with its commitment to staff and student success.