



2026-2027 Proposed Compensation Plan

125,058	154,568	95,054	124,500
125,487	56,845	97,511	125,000
124,000	110,000	99,011	154,000
105,450	150,000	99,216	95,000
86,502	35,000	101,090	154,200
	83,000	101,684	110,000
	45,000	101,962	89,000
		102,747	50,000
			6,000
			1,000

D A T A B A S E D O N 2 0 2 5 - 2 6 T A S B S A L A R Y S T U D Y (C U R R E N T
N U M B E R S)

Teacher Pay

District	Enrollment	0-Year	5-Year	10-Year	15-Year	20-Year
College Station	14,366	52,250	57,900	59,200	60,638	63,630
Belton	13,808	55,000	60,900	62,400	64,900	67,400
Bryan	15,897	52,500	57,021	58,602	61,407	64,722
Canyon	11,516	52,000	60,340	64,565	67,565	68,940
Forney	19,363	62,200	66,200	68,700	71,200	73,700
Frenship	12,048	49,000	56,130	59,130	62,555	66,855
Georgetown	14,131	57,000	62,450	64,250	66,450	68,550
Midlothian	11,595	60,000	64,100	66,100	68,100	70,100
Montgomery	9,706	60,285	63,900	66,875	68,875	70,875
New Braunfels	9,688	57,000	63,521	66,246	68,356	69,856
New Caney	19,686	67,000	70,860	72,269	73,472	74,781
Tomball	22,273	62,000	70,610	72,860	75,110	77,360

DATA BASED ON 2025 - 26 TASB SALARY STUDY (2024 - 25
NUMBERS)

Teacher Substitute Pay - 77% Fill Rate

District	Short-Term			Long-Term		
	Non-Degreed	Degreed	Degreed-Certified	Degreed	Degreed-Certified	
College Station	14,366	75	85	95	120	200
Belton	13,808	100	110	125	110	135
Bryan	15,897	90	100	110	125	130
Canyon	11,516	100	-	105	278	278
Forney	19,363	100	105	110	140	145
Frenship	12,048	75	80	100	95	115
Georgetown	14,131	115	115	115	135	135
Midlothian	11,595	80	90	100	120	140
Montgomery	9,706	95	100	115	110	150
New Braunfels	9,688	115	115	135	115	175
New Caney	19,686	100	110	125	135	150
Tomball	22,273	116	116	116	120	180

DATA BASED ON 2025 - 26 TASB SALARY STUDY (CURRENT NUMBERS)

Bus Driver Peer Average Pay

	Bus Driver	Bus Monitor
College Station ISD	18.50	12.00
Belton ISD	20.57	12.98
Bryan ISD	19.76	11.56
Canyon ISD	20.67	12.98
Forney ISD	25.25	16.62
Georgetown ISD	27.85	17.52
Midlothian ISD	23.84	17.17
Montgomery ISD	24.47	14.16
New Braunfels ISD	25.10	14.73
New Caney ISD	21.42	13.27
Tomball ISD	21.57	14.27
Market	24.94	16.50

Estimated Cost of a Possible Raise

Pay Band	Number of Employees	Percentage Increase	
		1%	2%
Administrative Professionals	243	\$ 200,588	\$ 401,176
Teachers Base	1,016	660,400	1,320,800
HB Additional Pay 4 to 5	41	75,850	50,225
		\$ 936,838	\$ 1,772,201
		2%	3%
Paraprofessionals	426	\$ 201,834	\$ 302,751
Auxiliary	213	132,273	196,642
		\$ 334,107	\$ 499,393
		\$1 Per Hour	\$1.25 Hour
Bus Drivers	75	67,125	83,906
		\$ 67,125	\$ 83,906
		\$1,338,070	\$2,355,500

Additional Options

Plan	Classroom Teachers (HB2 adjustments)	Teacher Salary Schedule Adjustment	Administrative Staff Based on Respective Midpoints	All Other Staff Based on Respective Midpoints	Est. Cost
A	\$75,850	+\$650	1% midpoint	2% midpoint + \$1 per hour for Bus Drivers	\$ 1,338,070
B	\$50,225	+\$1,275	2% midpoint	3% midpoint + \$1.25 per hour for Bus Drivers	\$ 2,355,500
C	\$24,600	+\$1,900	3% midpoint	3% midpoint + \$1.25 per hour for Bus Drivers	\$ 3,170,149



Questions

