
FOR IMMEDIATE RELEASE

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Plano ISD School Board Approves 2025-26 Employee Compensation Plan

PLANO, TX, June 10, 2025 – At their meeting this evening, the Plano ISD Board of Trustees approved the recommended 2025-26 compensation plan, the largest and most comprehensive in district history.

Months of thoughtful planning and collaboration between the board and district leadership went into developing this robust plan. The board approved compensation plan was already poised to be the largest pay increase for teachers in the district's history, which made it easy to subsequently meet the requirements of House Bill 2.

Key highlights of the plan include:

- Teacher salary increases ranging from 4 to 8.5 percent, depending on experience
- New starting teacher salary of \$63,000 (\$65,000 with a master's degree)
- Strategic pay adjustments for teachers with an emphasis on experience
- A 3 percent raise for all other staff members
- Market rate adjustments as needed
- A continued \$330/month healthcare benefit contribution
- An additional two paid days of bereavement leave
- Access to free pre-k for children of Plano ISD teachers
- Expanded low-cost employee childcare and after-school care options

The plan has an anticipated budget impact of \$16,897,596.

“Our talented and dedicated employees are the heart of this district, and this plan reflects how deeply we value their expertise and commitment,” said Superintendent of Schools Dr. Theresa Williams. “Our staff members are our greatest asset. Every role is essential, and everyone’s contribution helps shape the success of our students. This plan serves as both a reflection of our deep appreciation for the teamwork that lifts our children each day and a promise to continue investing in and supporting the dedicated employees who make student success possible.”

School Board President Dr. Lauren Tyra added, “Retaining expert educators and supporting every member of our team is essential for student achievement. Our board was committed to developing a thoughtful, competitive plan, and I am grateful for the collaboration and hard work that brought it to life. We want Plano ISD to remain a destination district—where talented professionals choose to build their careers and students are given every opportunity to excel.”

About Plano Independent School District

The Plano Independent School District (Plano ISD) (www.pisd.edu) endeavors to foster the highest level of student learning. Plano ISD is located 20 miles north of Dallas, Texas and serves the residents of approximately 100 square miles in southwest Collin County, including 66 square miles in the city of Plano, northern portions of the cities of Dallas and Richardson and parts of the cities of Allen, Parker and Murphy. Plano ISD employs more than 6,500 staff members who serve over 46,000 students in 69 schools and 11 service facilities. Mission: Our Plano ISD learning community will educate, inspire and empower every student to activate their unique potential in a dynamic world.

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BOARD OF TRUSTEES APPROVES PLANO ISD STAFF RAISES

EFFECTIVE FOR THE 2025-26 SCHOOL YEAR

STARTING TEACHER SALARY

\$63,000

\$65,000 WITH MASTERS

2 PAID
DAYS OF BEREAVEMENT
LEAVE

3% MINIMUM
PAY INCREASE
FOR EMPLOYEES

4% TO 8.5%
PAY INCREASE
FOR TEACHERS

ADDITIONAL BENEFITS:

- Creative and Engaged Students
- 185 Teacher Work Day Calendar
- Option to Bring Your Child to Plano ISD
- Employee Child Care - Low Rates
- \$330 Benefit Contribution
- Stipends for Leadership Roles, Coaches, CTE & Critical Needs Areas
- Plano ISD Foundation - Core Store & Grants
- Employee Recognition Programs

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