

College Station Independent School District

Success...each life...each day...each hour



MEMORANDUM

To: Dr. Clark Ealy, Superintendent

From: Mike Martindale, Deputy Superintendent

Date: July 12, 2017

Subject: Consideration of the 2017-2018 Annual Compensation Plan

Agenda Item: I – 3

Board Priority/
District Goal: Priority 3, Goal 4


BACKGROUND

The Annual Compensation Plan, which includes proposed salary and pay schedules for the next school year are attached for your consideration. These proposed compensation schedules and stipends reflect our current market rates as presented in our most recent Texas Association of School Boards (TASB) Salary Study.

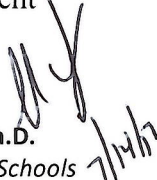
Some examples of changes in these proposed schedules can be found below.

- Zero (0) year experience teacher salaries increasing from \$41,200 to \$42,500.
- Auxiliary Pay Grade 1 employees such as child nutrition workers, custodians, and bus monitors minimum increasing from \$8.82/hour to \$10.00/hour.
- Computer Techs minimum increasing from \$15.21/hour to \$17.23/hour.
- Classroom Instructional Assistants minimum increasing from \$9.04/hour to \$10.00/hour.

The district will be investing approximately \$790 thousand in equity adjustments to implement these proposed salary and pay schedules that are more reflective of our current market.


Mike Martindale
Deputy Superintendent for
Business and Operations

1812 Welsh Avenue
College Station, TX 77840
979-764-5400 -- www.csisd.org


CLARK C. EALY, Ph.D.
Superintendent of Schools 7/12/17

College Station Independent School District



Success...each life...each day...each hour

Our co-curricular and extra-curricular stipends are comparable to current market values for similar positions according to TASB.

RECOMMENDATION

It is recommended that the Board of Trustees of College Station Independent School District approve the 2017-2018 Annual Compensation Plan as presented.

Mike Martindale
*Deputy Superintendent for
Business and Operations*

1812 Welsh Avenue
College Station, TX 77840
979-764-5400 -- www.csisd.org

CLARK C. EALY, Ph.D.
Superintendent of Schools