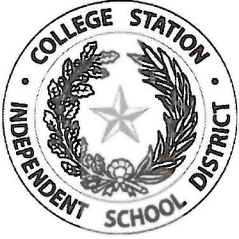


College Station Independent School District

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MEMORANDUM

To: Dr. Clark Ealy, Superintendent
 From: Mike Martindale, Deputy Superintendent
 Date: July 12, 2017
 Subject: Consideration of 2017-2018 Employee salary increase and benefits
 Agenda Item: I – 2
 Board Priority/
 District Goal: Priority 3, Goal 4

BACKGROUND

As part of the 2017-18 planning budget, the administration is recommending a 1.5% pay raise off base salary for all eligible employees. This raise will cost the district approximately \$1.23 million.

Due to the escalating costs of health insurance, administration is also proposing the district increase its contribution to employee health insurance premiums by \$10 per month per participating employee. The collective costs to the district for these increased contributions will be around \$150 thousand.

CSISD MONTHLY CONTRIBUTIONS - employees work 20+ hours/week										
	TRS ACTIVECARE 1 HD		TRS ACTIVECARE Select		TRS ACTIVECARE 2		Scott & White Health Plan		First Care	
	CSISD PAYS		CSISD PAYS		CSISD PAYS		CSISD PAYS		CSISD PAYS	
	16-17	17-18	16-17	17-18	16-17	17-18	16-17	17-18	16-17	17-18
EMPLOYEE ONLY	\$341	\$351	\$395	\$405	\$395	\$405	\$395	\$405	\$395	\$405
EMPLOYEE/SPOUSE	\$460	\$470	\$460	\$470	\$460	\$470	\$460	\$470	\$460	\$470
EMPLOYEE/CHILD(REN)	\$425	\$435	\$425	\$435	\$425	\$435	\$425	\$435	\$425	\$435
EMPLOYEE/FAMILY	\$475	\$485	\$475	\$485	\$475	\$485	\$475	\$485	\$475	\$485

mm

Mike Martindale
 Deputy Superintendent for
 Business and Operations

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

CE
 7/17/17

College Station Independent School District



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For employees working 10-19 hours per week the CSISD monthly contribution will be half of what is paid for 20+ hours per week employees while the monthly contribution for substitutes and temporary employees is \$0.00 per month.

With the recommended 1.5% salary increase for all employees, increased district health insurance contributions, and the equity adjustments required to implement the new salary and pay schedules in agenda item I – 3, the district is committing approximately \$2.18 million of new money to support current employees.

RECOMMENDATION

It is recommended that the Board of Trustees of College Station Independent School District approve the recommended 1.5% pay raise off base salary for current eligible employees and the new health insurance contribution rates as presented.

Mike Martindale
*Deputy Superintendent for
Business and Operations*

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