





College Station Independent School District

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

MEMORANDUM

To: Mike Martindale, Superintendent 

From: Amy Drozd, Chief Financial Officer 

Date: July 27, 2020

Subject: Consideration of the compensation plan for the 2020-21 fiscal year

Agenda Item: D – 1.

BACKGROUND

As part of the budget for the 2020-21 fiscal year, the administration is recommending a compensation plan that includes the following:

- Beginning teacher increase from \$44,250 to \$45,500
- Each eligible teacher receives at least \$1,000 increase from their current annual base salary
- Some changes to the stipend schedule
- 1.5% increase for the administrative / professional pay group based on paygrade midpoint
- 2% increase for auxiliary and clerical paraprofessional pay groups based on paygrade midpoint
- Increase in the beginning hourly rate for bus drivers from \$16.00 to \$16.50 per hour
- Increase in the employer contribution for employee only coverage to allow for an option at no cost to the employee

The plan is estimated to cost the General Fund \$1,422,505.

RECOMMENDATION

It is recommended that the Board of Trustees of College Station Independent School District approve the recommended salary increases and the new health insurance contribution rate for as presented.