



College Station Independent School District

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

MEMORANDUM

To: Dr. Clark Ealy, Superintendent
From: Glynn Walker, Deputy Superintendent
Date: June 10, 2015
Subject: Consideration of 2015-2016 Employee salary increase
Agenda Item: I-2
Board Priority/
District Goal: Priority 3, Goal 4

BACKGROUND

The 83rd Legislature enacted Senate Bill 1458, incrementally raising Teacher Retirement System (TRS) contribution rates for all active members. The TRS contribution rate is the percentage of an employee's gross salary that is paid to their individual retirement account. The rate will increase from the current 6.7% in 2014-15 to 7.2% in 2015-16, and 7.7% in 2016-17. This mandate will be phased in at annual increases of 0.5% each of the next two years.

As part of the 2015-16 planning budget, the administration is recommending a 2.0% pay raise for all eligible employees. This creates an effective pay rate increase of 1.5%, considering the additional 0.5% TRS financial burden assumed by our employees.

Next years' rates for the employee TRS-Active Care Health Insurance plans are not available at this time but will be considered in coordination with the 2015-2016 budget and a recommendation to change the employer contribution rate may occur at a later date.

RECOMMENDATION

It is recommended that the Board of Trustees of College Station Independent School District consider approval of the recommended 2.0% salary increase for current eligible employees.

GLYNN WALKER
Deputy Superintendent for
Business and Operations

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