



# College Station Independent School District

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

## MEMORANDUM

To: Dr. Eddie Coulson, Superintendent  
From: Glynn Walker, Deputy Superintendent  
Date: June 19, 2014  
Subject: 2014-2015 Employee salaries, benefits and teacher hire-in schedule  
Agenda Item: C-1  
Board Priority/  
District Goal: Priority 3, Goal 4

## BACKGROUND

The 83<sup>rd</sup> 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 6.4% to 6.7% in 2014-15, 7.2% in 2015-16, and 7.7% in 2016-17. This mandate will be phased in at annual increases of .3%, .5% and .5% over the next three years.

As part of the 2014-15 planning budget, the administration is recommending a 1.8% pay raise for all eligible employees. This creates an effective pay rate increase of 1.5%, considering the initial .3% TRS financial burden assumed by our employees. This recommended increase is also in consideration of higher out-of-pocket/deductible expenses for health insurance and other cost of living increases.

The planned budget includes continuing the \$363.00 per month health insurance contribution to those eligible employees working twenty or more hours per week, and a prorated amount for those working less than twenty (20) hours per week. The TRS employee health insurance summary of changes, with our employee participation counts, is attached for informational purposes.

As the third part of the recommendation the proposed 2014-15, Teacher Hire-In Schedule is attached for your consideration. The Teacher Hire-In Schedule only determines our new teachers' first year salary in CSISD. Every salary thereafter is a result of any board-approved increase each year.

## RECOMMENDATION

It is recommended that the Board of Trustees of College Station Independent School District consider approval of the recommended 1.8% salary increase for current eligible employees, employer health insurance contributions, and the 2014-2015 teacher hire-in salary schedule.

A handwritten signature in blue ink, appearing to read "Glynn Walker".

GLYNN WALKER  
Deputy Superintendent for  
Human Resources and Business

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EDDIE COULSON, Ed.D.  
Superintendent of Schools

CCE  
6/20/14