



College Station Independent School District

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

MEMORANDUM

To: Dr. Clark Ealy, Superintendent
From: Glynn Walker, Deputy Superintendent
Date: July 15, 2015
Subject: Consideration of 2015-2016 Employee salary and benefits
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.

CSISD currently has 1,298 employees that participate in the TRS Active Care Health Insurance Plan. The district contributes \$363 per month to defray partial costs of the health insurance premiums. Due to escalating costs of health insurance, the administration is recommending that we increase the current CSISD monthly health insurance contribution rates to this proposed four-tiered contribution system.

<u>Category</u>	Employees working 20 or more hours/week	Employees working 10-19 hours/week
	<u>CSISD Monthly Contribution</u>	<u>CSISD Monthly Contribution</u>
Employee only	\$395	\$197.50
Employee plus spouse	\$460	\$230.00
Employee plus children	\$425	\$212.50
Employee plus family	\$475	\$237.50

The CSISD monthly contribution for substitute and temporary employees is \$0.00 per month.

GLYNN WALKER
Deputy Superintendent for
Business and Operations

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



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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 and the new health insurance employer contribution rates as described.

A handwritten signature in black ink, appearing to be "Glynn Walker".

GLYNN WALKER
*Deputy Superintendent for
Business and Operations*

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A handwritten signature in black ink, appearing to be "Clark C. Ealy", with the date "7/17/15" written below it.

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