



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 14, 2015
Subject: Consideration of the 2015-2016 Annual Compensation Plan
Agenda Item: I-3
Board Priority/
District Goal: Priority 3, Goal 4

BACKGROUND

The Annual Compensation Plan, which includes proposed salary and pay schedules for the next school year, is attached for your consideration. These hire-in salary schedules and stipends are a reflection of the current market and the proposed 2.0% salary increase for all current employees in 2015-2016.

All hire-in pay and salary schedules are increased by 1.75% and co-curricular and extra-curricular stipends are adjusted to represent at least 95% of comparable market value for similar positions according to Texas Association of School Boards. Also, the administration recommends increasing the Bilingual Certified Teacher stipend from \$3,000 to \$3,500 for appropriately certified teachers assigned to the Dual Language program for the 2015-2016 school year.

RECOMMENDATION

It is recommended that the Board of Trustees of College Station Independent School District consider approval of the 2015-2016 Annual Compensation Plan.

GLYNN WALKER
Deputy Superintendent for
Business and Operations

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