

College Station Independent School District

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



MEMORANDUM

To: Dr. Clark Ealy, Superintendent
From: Mike Martindale, Deputy Superintendent
Date: June 15, 2016
Subject: Consideration of 2016-2017 Employee salary increase – 2.5%
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. This mandate will be phased in at annual increases of 0.5% in both 2015-16 and 2016-17. The rate has increased from 6.7% in 2014-15 to 7.2% in 2015-16, and will end at 7.7% in 2016-17.

As part of the 2016-17 planning budget, the administration is recommending a 2.5% pay raise for all eligible employees. This creates an effective pay rate increase of 2.0%, considering the additional 0.5% TRS financial burden assumed by our employees.

RECOMMENDATION

It is recommended that the Board of Trustees of College Station Independent School District approve the recommended 2.5% salary increase for current eligible employees.

MM
Mike Martindale
Deputy Superintendent for
Business and Operations

1812 Welsh Avenue
College Station, TX 77840
979-764-5400 -- www.csisd.org

CE
CLARK C. EALY, Ph.D.
Superintendent of Schools
6/21/16