

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 13, 2018
Subject: Consideration of 2018-2019 Employee salary increase – \$750/teacher and 1.5% increase off Position PG midpoint for all other eligible employees
Agenda Item: I – 2.
Board Priority/
District Goal: Priority 3, Goal 4

BACKGROUND

As part of the 2018-19 planning budget, the administration is recommending an increase of \$750 per teacher and a 1.5% increase off Position Pay Grade midpoint for all other eligible employees.

Administration is also proposing the district increase its contribution to the TRS ACTIVECARE 1 HD EMPLOYEE ONLY plan by \$16 per month per participating employee and maintain all other plan contribution levels. The cost to the district for this increased contribution will be approximately \$56,000. This adjustment ensures that there is at least plan with no monthly premium available to employees.

CSISD MONTHLY CONTRIBUTIONS - employees work 20+ hours/week										
	TRS ACTIVECARE 1 HD		TRS ACTIVE CARE Select		TRS ACTIVECARE 2		Scott & White Health Plan		First Care	
	CSISD PAYS		CSISD PAYS		CSISD PAYS		CSISD PAYS		CSISD PAYS	
	17-18	18-19	17-18	18-19	17-18	18-19	17-18	18-19	17-18	18-19
EMPLOYEE ONLY	\$351	\$367	\$405	\$405	\$405	\$405	\$405	\$405	\$405	\$405
EMPLOYEE/SPOUSE	\$470	\$470	\$470	\$470	\$470	\$470	\$470	\$470	\$470	\$470
EMPLOYEE/CHILD(REN)	\$435	\$435	\$435	\$435	\$435	\$435	\$435	\$435	\$435	\$435
EMPLOYEE/FAMILY	\$485	\$485	\$485	\$485	\$485	\$485	\$485	\$485	\$485	\$485

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Mike Martindale
Deputy Superintendent -
Chief Financial Officer

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CLARK C. EALY, Ph.D.
Superintendent of Schools
CE
6/14/18

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For employees working 10-19 hours per week the CSISD monthly contribution will be half of what is paid for 20+ hours per week employees while the monthly contribution for substitutes and temporary employees is \$0.00 per month.

RECOMMENDATION

It is recommended that the Board of Trustees of College Station Independent School District approve the recommended increase of \$750 per teacher and a 1.5% increase off Position Pay Grade midpoint for all other eligible employees and the new health insurance contribution rate for TRS ACTIVECARE 1 HD EMPLOYEE ONLY as presented.

Mike Martindale
Deputy Superintendent -
Chief Financial Officer

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