

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 the 2018-2019 Compensation Plan

Agenda Item: I – 3.

Board Priority/
District Goal: Priority 3, Goal 4

BACKGROUND

The proposed 2018-19 Compensation Plan is attached for your consideration. These hire-in compensation schedules and stipends reflect our current market rates as prepared and recommended as a part of our TASB Salary Review.

Some examples of changes in these proposed schedules can be found below.

Position	2016-17	2017-18	2018-19
Zero (0) Year Teacher	\$41,200	\$42,500	\$43,000
Auxiliary PG 1*	\$8.82/hour	\$10/hour	\$10.25/hour
Para PG 1**	\$9.04/hour	\$10/hour	\$10.25/hour

* Auxiliary PG 1 includes positions such as Bus Monitor, Child Nutrition Assistant, and Custodian.

** Para PG 1 includes positions such as Instructional Assistants for Classroom, Library, and PE.

The district will be investing approximately \$1.38 M combined between the proposed 2018-19 salary increases to current employees and the implementation of the proposed 2018-19 compensation plan.

MM
Mike Martindale
Deputy Superintendent -
Chief Financial Officer

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

CE
6/13/18



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Co-curricular and extra-curricular stipends are comparable to current market value for similar positions according to Texas Association of School Boards.

RECOMMENDATION

It is recommended that the Board of Trustees of College Station Independent School District approve of the 2018-2019 Compensation Plan as presented.

Mike Martindale
Deputy Superintendent -
Chief Financial Officer

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