



# 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, 2019  
Subject: Consideration of 2019-2020 Employee salary increase  
Agenda Item: 1 – 2

## BACKGROUND


As part of the 2019-20 planning budget, the administration is recommending the employee salary increases as specified below. The total estimated cost for the proposed salary plan increase is estimated to be \$3.8 million.

Teacher Raises	Percent of Teacher Schedule Midpoint	
	Low	High
0-5 Years	3.6%	4.5%
6 +	5.1%	5.6%

	Percent of Pay Grade Midpoint
Paraprofessional Raises	4.0%
Auxiliary Raises	4.0%
Administrative Professional	3.0%
Administrators Two-year contracts	2.0%

  
**Mike Martindale**  
Deputy Superintendent -  
Chief Financial Officer

1812 Welsh Avenue  
College Station, TX 77840  
979-764-5400 -- [www.csisd.org](http://www.csisd.org)

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



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Administration is also proposing the district increase its contribution to the TRS ACTIVECARE 1 HD EMPLOYEE ONLY plan by \$11 per month per participating employee and maintain all other plan contribution levels. This adjustment ensures that there is at least one health insurance plan with no monthly premium available to all employees. The cost to the district for this increased contribution will be approximately \$60,000.

CSISD MONTHLY CONTRIBUTIONS - employees work 20+ hours/week										
	TRS ACTIVECARE 1 HD		TRS ACTIVECARE Selec		TRS ACTIVECARE 2		Scott & White Health Pla		First Care	
	CSISD PAYS		CSISD PAYS		CSISD PAYS		CSISD PAYS		CSISD PAYS	
	18-19	19-20	18-19	19-20	18-19	19-20	18-19	19-20	18-19	19-20
EMPLOYEE ONLY	\$367	\$378	\$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

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 salary increases and the new health insurance contribution rate for TRS ACTIVECARE 1 HD EMPLOYEE ONLY as presented.

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