

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 the 2019-2020 Compensation Plan

Agenda Item: I – 3.

BACKGROUND

The proposed 2019-20 Compensation Plan is attached for your consideration. These hire-in compensation schedules and stipends take into account the change in law as a result of House Bill 3 and were created in consultation with our Texas Association of School Boards Salary Review.

Based on current House Bill 3 projections, the district would have to spend just over \$1.5 million in additional compensation, primarily for teachers, counselors, nurses, and librarians. The proposed 2019-20 Compensation Plan earmarks over \$2.5 million for teachers, counselors, nurses, and librarians and an additional \$1.3 million in compensation for all other employees, for a total of \$3.8 million.

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 2019-2020 Compensation Plan as presented.


Mike Martindale
Deputy Superintendent -
Chief Financial Officer

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


6/14/19