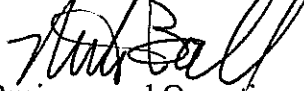




College Station Independent School District

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

MEMORANDUM

To: Dr. Eddie Coulson, Superintendent 

From: Mike Ball, Deputy Superintendent for Business and Operations

Date: June 15, 2007

Subject: District Salary Schedules and Benefits

Agenda Item: K-6

Board Priority/
District Goal: Priority 3, Goal 4

BACKGROUND

The attached proposed teacher salary schedules for the 2007-2008 fiscal year are based on an increase of three percent over the salary levels for the current fiscal year plus \$425. The additional amount of \$425 is derived from the funding provided by House Bill 1, 80th Texas Legislature. The proposed salary increases for teachers, librarians, counselors and nurses would provide the additional salary contemplated by the Legislature in HB1 plus the percentage salary increase provided by the District.

The proposed salary schedules for other employees include Manual Trades, Paraprofessionals, and Administrators. These salary schedules present salary ranges for the respective job classifications. A salary increase of three percent for all employees has been calculated and included in the budget projections.

The District contribution to the cost of employee health insurance is currently \$325.00 per full-time employee per month.

RECOMMENDATION

It is recommended that the Board of Trustees of College Station Independent School District consider approval of the following:

- The attached salary schedules for the 2007-2008 fiscal year.
- All employees be provided an increase in salary for the 2007-2008 fiscal year in the amount of three percent of their respective current salary levels. Teachers, Counselors, Librarians and Nurses would receive the three percent increase plus \$425 in accordance with the salary schedule.
- The District contribution to the cost of employee health insurance for the 2007-2008 be set at the lesser of \$325.00 per full-time employee per month or the actual cost of the group insurance plan selected by the employee.
- Employees regularly scheduled to work 20 or more hours per week would be eligible for the \$325.00 per month District contribution toward the cost of employee health insurance.
- Employees regularly scheduled to work less than 20 hours per week would be eligible for one half of the regular District contribution toward employee health insurance.