



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 11, 2008

Subject: District Salary Schedules and Benefits

Agenda Item: K-2

Board Priority/
District Goal: Priority 3, Goal 4

A handwritten signature in black ink, appearing to read "Mike Ball", is written over the "From:" line of the memorandum.

BACKGROUND

The computations supporting the attached proposed teacher salary schedules for the 2008-2009 fiscal year are based on an increase of four percent over the salary levels for the current fiscal year. In addition, the dollar amounts of differences between the steps on the schedules have been adjusted. The result is that many teachers, librarians, counselors and nurses would receive salary increases significantly higher than four percent of their current salaries

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

The District contribution toward the cost of employee health insurance is currently \$325.00 per full-time employee per month. The Teacher Retirement System has announced that the TRS ActiveCare 1, 2 and 3 Plans will experience no premium increases for the 2008-2009 plan year. The Scott and White Health Plan has announced premium increases of approximately nine percent for the 2008-2009 plan year.

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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 2008-2009 fiscal year.
- That teachers, librarians, counselors and nurses be compensated in accordance with the attached salary schedules.
- That all other employees be provided an increase in salary for the 2008-2009 fiscal year in the amount of four percent of their respective current salary levels.
- That the District contribution toward the cost of employee health insurance for the 2008-2009 fiscal year be set at the lesser of \$325.00 per full-time employee per month or the actual cost of the District sponsored group health insurance plan selected by the employee.
- That employees regularly scheduled to work 20 or more hours per week would be eligible for the entire District monthly health insurance contribution as described above.
- That employees regularly scheduled to work 15 to 19 hours per week would be eligible for one half of the District monthly health insurance contribution as described above.