



# College Station Independent School District

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

## MEMORANDUM

To: Mike Martindale, Superintendent *mm*

From: Amy Drozd, Chief Financial Officer *ADrozd*

Date: July 14, 2021

Subject: Consideration of the compensation plan for the 2021-2022 fiscal year

Agenda Item: J – 1.

## BACKGROUND

Compensation and benefits make up over 80% of CSISD's General Fund Budget. Annually, CSISD contracts with Texas Association of School Boards – HR Services to compare CSISD salaries and benefits to that of our market peers and make recommendations to assist in our efforts to recruit and retain highly qualified staff throughout the district. District Administration reviews these recommendations along with the budget and financial position of the district to develop a final compensation plan.

As part of the budget for the 2021-2022 fiscal year, administration is recommending a compensation plan that includes the following:

- Beginning teacher increase from \$45,500 to \$47,000
- Each eligible teacher receives at least \$1,000 increase from their current annual base salary
- Some additions and/or changes to the stipend schedule
- Adjustments to the pay minimum, midpoint and maximums for the administrative/professional, clerical/paraprofessional, and auxiliary pay groups for market and equity purposes
- 1.5% pay increase for those eligible in the administrative/professional, clerical/paraprofessional, and auxiliary pay groups based on paygrade midpoint
- The addition of a pilot attendance incentive program for bus drivers, bus monitors, custodians, and cafeteria workers
- Increase in the employer contribution for employee health coverage
- Language required for the Teacher Incentive Allotment (TIA)

The plan is estimated to cost the General Fund \$2,191,827

## 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 as presented.

**Amy Drozd**  
Chief Financial Officer

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**Mike Martindale**  
Superintendent of Schools