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CISD Board Agenda Item Synopsis

Subject: Consider Approval of 2022-2023 District Compensation Plan

Background Information:

At the April regular board meeting, CISD administration presented to the Board the results of a TASB salary study. Four TASB compensation models were provided, and administration sought direction from the Board for one of the four models to be selected as part of the planning for the 2022-2023 District Budget. The Board advised administration to utilize Model 4 for continued study. During the May 2nd work session, the Board was presented with information related to the impact of Model 4 on the budget planning thus far. In an effort to continue to attract, recruit, and retain high-quality professional staff during this current hiring period, CISD administration is bringing forward a recommendation for the Board to consider and approve a compensation plan for all staff for the 2022-2023 school year.

Goals:

- 1. We will provide and support a safe, civil and collaborative culture.
- 2. We will continuously provide and support effective teaching in every classroom.
- 3. We will provide and support a guaranteed and viable curriculum.
- 4. We will continue to foster a love of reading and commit to continual growth in childhood literacy.
- 5. We will foster strong numeracy skills and commit to continual growth in math success.
- 6. We will provide targeted strategies and practices to prepare students for post-secondary education, career readiness, and military participation.
- 7. We will attract, recruit, develop, and retain high-quality professional staff.

Budgetary Impact:

\$1,153,644.00 for current staff

\$92,803.00 for proposed new staff

Recommendation:

The District recommendation is for the Members of the Board to approve the District Compensation Plan as presented.

Submitted by:

John Mathews, PhD.

Assistant Superintendent for Administrative Services

Recommended by:

Tom Maglisceau, Ph.D.

Superintendent

Meeting Date: May 16, 2022