



205 S Colorado, Celina, Tx 75009 Phone 469-742-9100 Fax 972-382-3607

CISD Board Agenda Item Synopsis

Subject: Compensation Plan

Background Information: The 2025-2026 Compensation Plan for Celina ISD will be presented to review. This plan provides an overview of the general salary scale for all employees and specific information regarding required legislative pay adjustments, insurance contribution details, and starting salary for teachers.

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: As discussed in the budget workshop

Recommendation: The District recommendation is for the Board to approve the compensation plan for the 2025-2026 school year as presented.

Submitted by:

Melissa Kelly, Ed.D.
Chief of Business Resources

Recommended by:

Tom Maglisceau, Ph.D.
Superintendent

Meeting Date:

June 23, 2025