



CISD Board Agenda Item Synopsis

Subject: Consider Approval of the proposed Compensation Plans for the 23-24 School Year

Background Information:

Celina ISD has engaged TASB to review our current pay structure in comparison to districts of comparable size nearby and neighboring district to ensure the structure is competitive. There are three models for consideration as the Board evaluates the proposed 23-24 budget. The salary ranges in the recommended pay schedules do not reflect any statutorily required salary allotments enacted by the Texas Legislature in the 88th Session. Should any legislative changes in the statutory requirements occur, the district reserves the right to adjust salary amounts for the 2023-24 school year in response.

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:

Dependent upon the pay increase selected (\$810,405 - \$1,394,311)

Recommendation:

The District recommendation is for the Members of the Board to approve one of the pay structure presented as part of the 23-24 budget.

Submitted by:

Dr. John Mathews
Assistant Superintendent for Administrative Services

Recommended by:

Tom Maglisceau, Ph.D.
Superintendent

Meeting Date: June 26, 2023