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CISD Board Agenda Item Synopsis

Subject: Overview of TASB salary and pay systems review

Background Information:

Celina ISD requested TASB to complete a full salary review of all positions in order to ensure competitive salary offerings to all CISD employees. This review included both exempt and non-exempt employees and academic stipends. It did not review any other stipend structure.

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:

~1.2M

Recommendation:

The District recommendation is to utilize the 3.5% with adjustments model.

Submitted by:

Dr. John Mathews

Assistant Superintendent for Administrative Services

Recommended by:

Tom Maglisceau, Ph.D.

Superintendent

Meeting Date: April 25, 2022