

### CISD Board Agenda Item Synopsis

**CISD Board Mission:** Celina ISD will educate students at the highest levels, empower them to succeed, develop their leadership potential, instill faith-based traditional values, and prepare them to become contributing members of society.

**Subject:** Compensation Survey: Review of Market Analysis

**Meeting Date:** February 23, 2026

**Submitted by:** Jason Johnston, Ed.D., Senior Chief

Goals	
<p><b>Core Principles</b> Community · Excellence · Innovation Leadership · Stewardship</p> <p><b>The Learner Experience</b> Love the learner, drive the rigor Responsible for one’s own learning Interdependent self-managers</p>	✓ - 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.

**Background Information:** The Celina Independent School District engaged Texans for Excellence in Education to conduct a comprehensive compensation review for the 2025–2026 school year. The review examined the district’s compensation structures across all employee groups to assess market alignment, internal equity, and long-term sustainability. Using regional peer district data and position-level analysis, the study provides a clear, data-driven framework to support informed decision-making and future compensation planning as the district continues to grow

**Policy:** DEA (LEGAL)(LOCAL): Compensation and Benefits

**Budgetary Impact:** N/A

**Recommendation:** Information Only