



205 S Colorado, Celina, Tx 75009

Phone 469-742-9100

Fax 972-382-3607

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## CISD Board Agenda Item Synopsis

**Subject: Consider Approval of the Proposed Compensation Plan for the 2024-2025 School Year**

### **Background Information:**

In accordance with Board Policy DEA (Local), the Superintendent shall recommend an annual compensation plan for all District employees. The compensation plan may include wage and salary structures, stipends, benefits, and incentives. Additionally, the recommended plan shall support District goals for hiring and retaining highly qualified employees.

Administration is seeking approval of the 2024-2025 compensation plan prior to the budget adoption at the end of June to assist with recruitment and retention. Included with this recommendation are:

- Models that represent a 2% and 2.5% increase for all employees determined by the established midpoint within each pay grade.
- Increase starting (zero-year experience) teacher salary to \$55,850 or \$56,250 depending upon the selected model.

The system will be administered with the intention that employee pay:

- Stay competitive with appropriate labor markets for various categories of personnel.
- Recognize the level of skill, effort, and responsibility required of different jobs.
- Reward continued length of service to the District.
- Be fiscally controlled and cost effective.

### **Goals:**

- X\_\_ 1. We will provide and support a safe, civil and collaborative culture.
- X\_\_ 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.
- X\_\_ 7. We will attract, recruit, develop, and retain high-quality professional staff.

### **Budgetary Impact:**

Depending upon the selected model, the estimated impact would be \$ 876,927 or \$1,026,694.

**Recommendation:**

“Move to approve a 2% increase for all employees determined by the established midpoint and an increase starting (zero-experience) teacher salary to \$55,850.”

“Move to approve a 2.5% increase for all employees determined by the established midpoint within each pay grade for the current fiscal year and an increase starting (zero-experience) teacher salary to \$56,250.”

**Submitted by:**

*Dr. Jason Johnston*

*Sr. Chief of Academics and Employee Services*

**Recommended by:**

*Tom Maglisceau, Ph.D.*

*Superintendent*

**Meeting Date:** June 3, 2024