

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 Plan
Meeting Date: May 18, 2026
Submitted by: Mindy Schoen , Director of Human Resources

Goals	
<p style="text-align: center;">Core Principles Community · Excellence · Innovation Leadership · Stewardship</p> <p style="text-align: center;">The Learner Experience 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: Celina ISD compensation plan provides an overview of how the district structures employee pay, including salaries, and stipends. It reflects the district’s commitment to attracting and retaining high-quality staff while remaining competitive within the current job market. The plan outlines a consistent and equitable approach to compensation across roles and campuses. It also ensures alignment with district priorities, board policy, and state requirements.

Policy: DEA (Local) – Compensation and Benefits: Compensation Plan/Salary Schedules

Budgetary Impact: Compensation

Recommendation: The administration recommends that the Board of Trustees approve the proposed compensation plan as presented. This plan reflects a balanced approach to maintaining fiscal responsibility while remaining competitive in the current job market. Approval of the plan will support the District’s efforts to attract and retain high-quality staff and ensure consistency in compensation practices across the organization.