

### 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:** Final Approval of Celina ISD Compensation Plan

**Meeting Date:** June 22, 2026

**Submitted by:** Mindy Schoen, Director of Human Resources

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:** 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:** This compensation plan is included in the 2026–2027 budget presentation and maintains our commitment to a balanced budget.

**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.

