



Board Action Required

No Action Required

Date: June 8, 2017

To: CISD Board of Trustees

From: Kelly Penny

CC: Dr. Mike Waldrip, Sid Grant

RE: 2017-2018 Compensation Plan

The 2017-2018 Compensation Plans have been reviewed by TASB and includes a 3% raise of mid/control point and additional wage adjustments as recommended. The 2017-2018 beginning teacher's pay for a 187 day contract is \$52,000.

Recommendation: The Board of Trustees approve the recommended pay increases as presented.



Resolution: That the Members of the Board approve the 2017-2018 Compensation plan as recommended by Administration.

WHEREAS, the budget of the Coppell Independent School District for the 2017-2018 school year is being developed; and

WHEREAS, pursuant to Board policy DEA (Local) the Superintendent shall recommend to the Board an amount for employee pay increases as part of the annual budget. The Superintendent or designee shall determine annual increases for individual employees, within budgeted amounts; and

WHEREAS, the Board of Trustees finds it desirable and in the best interest of the school district, its students, and employees to adopt the recommendation of the Superintendent of Schools; and

WHEREAS, the Superintendent recommends a compensation plan that reflects a 3% pay increase of mid-point/control point and other pay adjustments as presented, now;

THEREFORE BE IT RESOLVED, PASSED, APPROVED AND ENACTED by the Board of Trustees of the Coppell Independent School District, Coppell Texas, on this 12th day of June, 2017.

President, Board of Trustees
Tracy Fisher

Secretary, Board of Trustees
Leigh Walker

Teachers, Librarians, and Nurses {RN} Salary Plan Development

Coppell ISD

\$52,000 starting, 3.2% GPI

Teachers, Librarians and Nurses (RN)

Minimum Range \$52,000

Teachers, Librarians, and Nurses (RN)

Maximum Range \$78,234

*Each Teacher, Librarian, and Nurse receive a \$1,750
pay raise*

2017-18 Proposed Administrative-Professional Pay Plan

Coppell ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3.0% GPI	
101							
	Assistant Director, Food Service	216	Daily	\$188.32	\$225.53	\$262.74	\$6.77
	Dietitian/Menu Planner	216	216 Days	40,677	48,714	56,752	1,461
102							
	Assistant Director, Maintenance & Grounds	226	Daily	\$254.23	\$304.47	\$354.71	\$9.13
	Benefits Manager	226	226 Days	57,456	68,810	80,164	2,064
	Payroll Manager	226					
	Staff Accountant	226					
103							
	Accounting Manager	226	Daily	\$292.37	\$350.14	\$407.91	\$10.50
	Assistant Principal, ES	204	187 Days	54,673	65,476	76,279	1,964
	Assistive Technology for Special Education	197	197 Days	57,597	68,978	80,358	2,069
	Athletic Trainer	187	204 Days	59,643	71,429	83,214	2,143
	Campus Testing Coordinator	197	211 Days	61,690	73,880	86,069	2,216
	Counselor, Crisis	211	226 Days	66,076	79,132	92,188	2,374
	Educational Diagnostician	197					
	Intervention Specialist	197					
	LSSP	197					
	School Counselor, Alt	211					
	School Counselor, ES	197					
	School Counselor, HS	211, 226					
	School Counselor, MS	197, 211					
	Speech Pathologist	187					
104							
	Accountability/Assessment Coordinator	226	Daily	\$315.76	\$378.15	\$440.54	\$11.34
	Assistant Director, Staff & Student Services	226	197 Days	62,205	74,496	86,786	2,235
	Assistant Principal, MS	211	211 Days	66,625	79,790	92,954	2,394
	Head Band Director	226	226 Days	71,362	85,462	99,562	2,564
	Occupational Therapist	197					
	Physical Therapist	197					
105							
	Assistant Principal, Alt	216	Daily	\$341.01	\$408.40	\$475.79	\$12.25
	Assistant Principal, HS	216, 226	211 Days	71,953	86,172	100,392	2,585
	Associate Principal, HS	226	216 Days	73,658	88,214	102,771	2,646
	Behavior Services Coordinator	211	226 Days	77,068	92,298	107,529	2,769
	Director, CTE, Fine Arts, and PE	226					
	Director, ESL, Bilingual and Global Connections	226					

Director, Instructional Tech	226
Director, Intervention Services	226
Director, Language and Literacy	226
Director, Marketing/Business Partnerships	226
Director, Mathematics	226
Director, Professional Learning	226
Director, Research, Accountability and Assessment	226
Director, Science	226
Director, Social Studies	226
Director, Special Education	226
Director, Staff & Student Services	226
Head Boys Athletic Coach	226
Head Girls Athletic Coach	226
Special Education Coordinator	211
Special Programs Coordinator	216

106	
Assistant Director, Athletics	226
Director, Food Service	216
Director, Purchasing	226
Principal, Alt	226
Principal, ES	216

Daily	\$368.29	\$441.07	\$513.85
216 Days	79,551	95,271	110,992
226 Days	83,234	99,682	116,130

\$13.23
2,858
2,990

107	
Director, Accounting	226
Director, Communications/PR	226

Daily	\$397.76	\$476.36	\$554.96
226 Days	89,894	107,657	125,421

\$14.29
3,230

108	
Exec Director, Facilities & Special Projects	226
Exec Director, Intervention Services	226
Exec Director, Teaching & Learning	226
Executive Director, Curriculum & Instruction	226
Executive Director, Human Resources	226

Daily	\$437.30	\$514.47	\$591.64
226 Days	98,830	116,270	133,711

\$15.43
3,488

109	
Director, District Athletics	226
Principal, HS	226
Principal, MS	226

Daily	\$472.29	\$555.63	\$638.97
226 Days	106,738	125,572	144,407

\$16.67
3,767

110	
Assistant Superintendent, Administration	226
Assistant Superintendent, Business	226
Assistant Superintendent, Instruction	226
CFO	226

Daily	\$566.75	\$666.76	\$766.77
226 Days	128,086	150,688	173,290

\$20.00
4,521

2017-18 Proposed Clerical-Paraprofessional Pay Plan

Coppell ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3.0% GPI	
201			Hourly	\$14.49	\$17.68	\$20.87	\$0.53
	Instructional Aide (ESL, Inclusion, Resource, CM)	187	187 Days	21,677	26,449	31,222	793
	Office Aide	187	197 Days	22,836	27,864	32,891	835
	Office Clerk, MS	197					
	Office/PE Aide	187					
	Security Attendant	187					
202			Hourly	\$15.88	\$19.36	\$22.84	\$0.58
	Aide - Active Learning	187	187 Days	23,756	28,963	34,169	868
	Aide - ISS	187	197 Days	25,027	30,511	35,996	914
	Aide - PAG	187					
	Aide - Pathways (Transition)	187					
	Aide - PPCD	187					
	Aide - Practical Academics	187					
	Aide - Structured Learning	187					
	Library Aide	187, 197					
	Nurse Aide	187					
	Receptionist, Campus	187, 197					
203			Hourly	\$16.98	\$20.71	\$24.44	\$0.62
	Attendance Clerk	197	197 Days	26,760	32,639	38,517	977
	Data Entry, HS	211	211 Days	28,662	34,958	41,255	1,047
	Data Entry, MS	197	226 Days	30,700	37,444	44,188	1,121
	MS Data Entry, Registrar & PEIMS at Campus Level	197					
	Receptionist, Administration	226					
	Secretary, Counselor	197, 211					
	Secretary, HS Asst Principal	211, 226					
	Secretary, Maintenance	226					
	Student Attendance & Residency Officer	197					
204			Hourly	\$18.17	\$22.16	\$26.15	\$0.66
	Clerk, Accounts Payable	226	187 Days	27,182	33,151	39,120	987
	Clerk, Textbooks	226	211 Days	30,671	37,406	44,141	1,114
	LVN	187	226 Days	32,851	40,065	47,279	1,193
	Registrar, HS	226					
	Secretary, Dir of Acct/Assess, Coor Acct/Assess	226					
	Secretary, Dir of ESL, BIL, GC/Instr Technology	226					
	Secretary, Dir of Math/ELA	226					
	Secretary, Dir of SS and Dir of Prof. Learning	226					
	Secretary, ES Campus	211					
	Secretary, Finance	226					

Secretary, MS Campus 226

205	
Business/HR Specialist	226
Clerk, Payroll/Attendance	226
Communication/Business Specialist	226
General Service Manager	226
HR Specialist	226
Secretary, Dir of Intervention Services	226
Secretary, Dir of Maintenance	230
Secretary, Dir of Purchasing	226
Secretary, Dir of Special Education	226
Secretary, Energy Management	230
Secretary, HS Athletics	226
Secretary, HS Principal	226
Secretary, New Tech	226
Secretary, Victory Place	216
Substitute Specialist	226

Hourly	\$19.44	\$23.71	\$27.98	\$0.71
216 Days	33,592	40,971	48,349	1,227
226 Days	35,148	42,868	50,588	1,284
230 Days	35,770	43,626	51,483	1,306

206	
Asst Percussion Director - Band	187
Color Guard Director - Band	187
Secretary, Exec Dir of Curriculum & Dir of Science	226
Secretary, Exec Dir of Intervention Services	226
Secretary, Exec Dir of T and L & Dir of CTE, FA, PE	226
Secretary, Food Service	216
Secretary, Technology	226

Hourly	\$20.80	\$25.37	\$29.94	\$0.76
187 Days	31,117	37,954	44,790	1,137
216 Days	35,942	43,839	51,736	1,313
226 Days	37,606	45,869	54,132	1,374

207	
Secretary, Asst Supt Admin/Exec Dir of HR	226
Secretary, Asst Supt Business/CFO	226
Secretary, Asst Supt Curr & Inst/Exec Dir of Teaching/Learn	226

Hourly	\$22.79	\$27.14	\$31.49	\$0.81
226 Days	41,204	49,069	56,934	1,464

208	
Certification Specialist	226
Secretary, Superintendent	226

Hourly	\$25.53	\$30.40	\$35.27	\$0.91
226 Days	46,158	54,963	63,768	1,645

209	
PEIMS & Worker's Compensation Coordinator	226

Hourly	\$28.60	\$34.05	\$39.50	\$1.02
226 Days	51,709	61,562	71,416	1,844

2017-18 Proposed Technology Pay Plan

Coppell ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3.0% GPI	
401			Hourly	\$16.81	\$20.50	\$24.19	\$0.62
	Campus Technology Manager	187	187 Days	25,148	30,668	36,188	920
	Technical Support Specialist I	226	226 Days	30,392	37,064	43,736	1,112
402			Hourly	\$20.18	\$24.60	\$29.02	\$0.74
	Technical Support Specialist II	226	226 Days	36,485	44,477	52,468	1,334
403			Daily	\$218.54	\$266.51	\$314.48	\$8.00
	Help Desk Manager	226	226 Days	49,390	60,231	71,072	1,807
	Webmaster	226					
404			Daily	\$251.32	\$306.49	\$361.66	\$9.19
	Multimedia/Communication Specialist	226	226 Days	56,798	69,267	81,735	2,078
	Network Engineer	226					
	Student Systems Coordinator	226					
	Systems Integration Analysis	226					
406			Daily	\$329.55	\$387.71	\$445.87	\$11.63
	Director, Data Analysis & Programs	226	226 Days	74,478	87,622	100,767	2,629
	Director, Finance/HR Systems	226					
	Director, Research and Evaluation	226					
	Director, Student Systems	226					
	Director, Technology Services	226					
407			Daily	\$437.30	\$514.47	\$591.64	\$15.43
	Executive Director of Technology	226	226 Days	98,830	116,270	133,711	3,488

2017-18 Proposed Auxiliary Pay Plan

Coppell ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3.0% GPI	
300	Crossing Guard	184	Hourly	\$10.35	\$11.50	\$12.65	\$0.35
			184 Days	15,235	16,928	18,621	515
301	Child Nutrition Worker	184	Hourly	\$12.00	\$13.50	\$16.50	\$0.41
			184 Days	17,664	19,872	24,288	604
302	Maintenance, Athletics	261	Hourly	\$12.29	\$14.99	\$17.69	\$0.45
			261 Days	25,662	31,299	36,937	940
303	Maintenance, General	261	Hourly	\$13.52	\$16.49	\$19.46	\$0.49
			261 Days	28,230	34,431	40,632	1,023
304	Food Service Manager, ES	184	Hourly	\$14.87	\$18.14	\$21.41	\$0.54
			184 Days	21,889	26,702	31,516	795
305	Food Service Manager, NT	184	Hourly	\$16.36	\$19.96	\$23.56	\$0.60
			184 Days	24,082	29,381	34,680	883
305	Food Service Manager, MS	184	261 Days	34,160	41,676	49,193	1,253
			Maintenance, Building Tech	261			
306	Maintenance, Grounds Lead	261	Hourly	\$18.82	\$22.96	\$27.10	\$0.69
			184 Days	27,703	33,797	39,891	1,016
306	Maintenance, Irrigation Tech	261	261 Days	39,296	47,940	56,585	1,441
			Supervisor, Building Maintenance	261			
307	General Services	216	Hourly	\$20.71	\$25.26	\$29.81	\$0.76
			216 Days	35,787	43,649	51,512	1,313
307	Maintenance, Electrician Licensed	261	261 Days	43,242	52,743	62,243	1,587
			Maintenance, General (Lic/Cert)	261			
307	Maintenance, HVAC Licensed	261	Hourly	\$22.78	\$27.78	\$32.78	\$0.83
			211 Days	38,453	46,893	55,333	1,401
308	Maintenance, Kitchen Tech	261	Hourly	\$20.71	\$25.26	\$29.81	\$0.76
			261 Days	43,242	52,743	62,243	1,587
308	Maintenance, Plumber Asst	261	Hourly	\$22.78	\$27.78	\$32.78	\$0.83
			211 Days	38,453	46,893	55,333	1,401
308	Nutrition Culinary Trainer	211	Hourly	\$22.78	\$27.78	\$32.78	\$0.83
			211 Days	38,453	46,893	55,333	1,401