



To: Board of Trustees
From: Diana Sircar
Date: June 27, 2022
cc: Brad Hunt, Kristen Eichel

RE: 2022-2023 Compensation Plan

While recovering from the pandemic, the district is facing challenges in attracting and retaining employees. Neighboring districts, that were awarded large ESSER grants based upon their proportion of economically disadvantaged population, are competing for human talent by offering signing and retention bonuses. Districts are also facing competition from private industry that can offer higher wages and more flexible working schedules.

Economic conditions include inflation that is offsetting the gain in wages, unemployment rates below 4%, and an Employment Cost Index indicating increasing wages and benefit costs. In addition to reports of the “Great Resignation” due to the pandemic, additional pressures on recruiting and retaining employees is touted as the “Great Reshuffle” where massive numbers of employees are leaving their current jobs to accept positions that offer career growth, flexible working hours or time-off policies, and health and well-being resources.

In response to these pressures the district is offering additional resources for health and well-being through the FinPath financial wellness benefit and the newly adopted Wondr Health benefit. In addition, those employees that participate in TRS-Active Care can access multiple mental and physical health benefits through the BCBS health care plan such as a Fitness Program for gym memberships or digital fitness classes, digital Mental Health Program offering self-paced lessons or one-on-one support with a coach, Health self-assessments, and Wellness Programs to manage stress, fitness, nutrition, and other wellness indicators.

The district is adopting ways to provide more flexible time-off policies and, for applicable positions, offering telecommuting arrangements to remain competitive with other employers.

Information has been presented to the Board regarding future expected revenue based upon current school finance legislation. The slowing growth of enrollment at Coppell ISD will constrict the budget in future years.

The 2022-2023 Compensation Plan includes a 4% raise of control point for 187-day employees including teachers and nurses who will receive a \$2,570 increase. Librarians on a 197-day contract will receive a pro-rated increase. The 2022-23 beginning teacher's pay for a 187-day contract is \$58,500. All other employees will receive a 4% increase on midpoint. This plan would allow the district to remain competitive with surrounding districts many of whom are passing along increases in the 2% - 4% range, some with additional ESSER-funded compensation.

The district's contribution to employee healthcare will increase to \$350/month.

Performance Pay: Teacher Incentive Allotment. For any funds received by Coppell ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90 percent will be paid to the designated teacher. The remaining 10 percent will be used for researching, training, support and expansion of the program. Should the district receive funding for a designated teacher who has resigned or retired, the district will forward payment to the resigned or retired teacher as soon as practicable.

Additional compensation may be considered depending upon the availability of ESSER funding. For the 2022-2023 school year, the Coppell Independent School District may award a one-time lump sum payment of [amount to be determined by the Board] to District [teachers/employees] in [date to be determined by Board within the 2022-2023 budget year]. This payment will be made only to employees who are employed as of [date to be determined by Board] and are still employed as of the date on which the payment is made. This payment is not considered an increase in base pay, will not be repeated in future years, and will be considered creditable compensation under the Teachers Retirement System of Texas (TRS). This payment is taxable and may be taxed at a higher rate. This payment meets the intent of the ESSER Statue, the payment is reasonable and necessary, and it is aligned to a statutorily allowable activity. The payment may be prorated based on duty status, part-time schedule, or other nondiscretionary factors determined by the Board of Trustees.

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