



Board Action Required ☒

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To: Coppel ISD Board of Trustees
From: Brad Hunt
Date: April 20, 2015

cc: Dr. Waldrip, Kay Ryon, Kristen Streeter and Kelly Penny

Re: Salary Survey Approval

As reviewed in the special meeting held on March 2, 2015, the Coppel ISD utilized the services of the Texas Association of School Boards to conduct a Pay Systems Review or Salary Survey. CISD has not conducted an extensive salary survey in over ten years. A comprehensive pay systems review was conducted for the following reasons:

- Survey area school districts to ensure we remain competitive regarding salaries in all areas
- Ensure salaries are aligned with current market standards
- Shift from a multiple salary schedule system to a more streamlined system using a minimum, median and maximum model to set employee salaries
- **Set 2015-2016 starting salary for a first year teacher to \$50,750;** this amount will continue to keep CISD competitive regarding a beginning teacher's salary

Through the approval of this new model, CISD will better align its hiring practices to those of surrounding districts. This new model would also set a base salary range which would allow for more flexibility within the Human Resources Department to better compensate employees with experience in the private sector as well as add a more efficient system to be used in the Business Office process.

RECOMMENDATION: That the Coppel ISD Board of Trustees approve the salary model recommended by TASB using minimum, median and maximum salary ranges to set employee salaries and set the starting salary for first year teachers.