



COPPELL
INDEPENDENT SCHOOL DISTRICT
Empowering Educational Excellence

Board Action Required

No Action Required

To: Board of Trustees
From: Diana Sircar
Date: June 21, 2021
cc: Brad Hunt, Kristen Streeter

RE: 2021-2022 Compensation Plan

The 87th Legislative Session has resulted in continued support of school funding under House Bill 3 while also making some tweaks to this funding. Coppell ISD has enjoyed approximately \$3 million in Fast Growth Allotment for the past two years. New legislation alters the calculation of this allotment and will result a reduction of funding to Coppell ISD.

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 District has taken great strides to increase revenue and reduce recurring expenditures in preparation for the 2021-2022 school year in order to reduce the current year adopted budget deficit.

The 2021-2022 Compensation Plan includes a 2% raise of mid/control point for 187-day employees including teachers and nurses who will receive a \$1,400 increase. Librarians on a 197-day contract will receive a pro-rated increase. The 2021-22 beginning teacher's pay for a 187-day contract is \$56,500. This plan would allow the district to remain competitive with surrounding districts many of whom are passing along increases in the 1% - 2% range.

The district's contribution to employee healthcare remains at \$325/month.

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