



Resolution: That the Members of the Board approve the 2026-2027 Compensation plan as recommended by Administration.

WHEREAS, the Board of Trustees (“Board”) of the Coppell Independent School District (“District”) is authorized by Texas Education Code § 11.151 to govern and oversee the management of the public schools in the District; and

WHEREAS, the Board, through its employment policies, may specify the terms of District employment or delegate to the Superintendent the authority to determine the terms of employment with the District as authorized by Texas Education Code § 11.1513(c); and

WHEREAS, the Board is authorized by Texas Education Code § 45.105 to expend funds of the District for purposes necessary in the conduct of the public schools as determined by the Board; and

WHEREAS, the budget of the Coppell Independent School District for the 2026-2027 school year is being developed; and

WHEREAS, pursuant to Board policy DEA (Local) the Superintendent shall recommend to the Board an annual compensation plan 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 compensation increases in the amounts indicated below:

- \$2,500 for teachers with 3 years experience,
- \$5,000 for teachers with 5 years of experience; and

WHEREAS, the Board finds a public purpose to promote staff morale, show appreciation, and properly compensate employees for continued service to our students will be reflected in providing a 2% pay increase from the midpoint of the applicable pay scale to all other Staff; and

NOW, THEREFORE BE IT RESOLVED, PASSED, APPROVED AND ENACTED by the Board of Trustees of the Coppell Independent School District, Coppell Texas, on this **22nd day of June, 2026:**

1. “Staff” means employees hired by the District under: (1) a Texas Education Code Chapter 21 contract, (2) a Non-Chapter 21 Employment Contract, (3) a Letter of Reasonable Assurance, or (4) any at-will employees. “Staff” does not include bus drivers and substitute teachers.
2. This resolution shall take effect immediately upon its adoption.

Pursuant to any forthcoming legislative action, the Board reserves the right to rescind, reconsider, or amend this resolution as needed.

President, Board of Trustees
Nichole Bentley

Secretary, Board of Trustees
Anthony Hill