



COPPELL
INDEPENDENT SCHOOL DISTRICT
Empowering Educational Excellence

Board Action Required

No Action Required

To: Board of Trustees
From: Diana Sircar
Date: June 25, 2018
cc: Mr. Brad Hunt, Sid Grant, Kelly Penny

RE: 2018-2019 Compensation Plan

The 2018-2019 Compensation Plan includes a 3% raise of mid/control point for employees except for teachers, librarians and nurses who will receive a \$1,750 increase. The 2018-2019 beginning teacher's pay for a 187 day contract is \$53,100.

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

2018-19 Administrative-Professional Pay Plan

Coppell ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
101			Daily	\$191.14	\$228.91	\$266.68
	Assistant Director, Food Service	216	216 Days	41,287	49,445	57,603
	Dietitian/Menu Planner	216				
102			Daily	\$258.04	\$309.04	\$360.03
	Assistant Director, Maintenance & Grounds	226	226 Days	58,318	69,842	81,367
	Benefits Manager	226				
	Payroll Manager	226				
	Staff Accountant	226				
103			Daily	\$296.76	\$355.39	\$414.03
	Accounting Manager	226	187 Days	55,493	66,458	77,423
	Assistant Principal, ES	204	197 Days	58,461	70,012	81,564
	Assistive Technology for Special Education	197	204 Days	60,538	72,500	84,462
	Athletic Trainer	187	211 Days	62,615	74,988	87,360
	Campus Testing Coordinator	197	226 Days	67,067	80,319	93,570
	Counselor, Crisis	211				
	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			Daily	\$320.50	\$383.82	\$447.15
	Accountability/Assessment Coordinator	226	197 Days	63,138	75,613	88,088
	Assistant Director, Staff & Student Services	226	211 Days	67,625	80,986	94,348
	Assistant Principal, MS	211	226 Days	72,432	86,744	101,055
	Head Band Director	226				
	Occupational Therapist	197				
	Physical Therapist	197				
105			Daily	\$346.13	\$414.53	\$482.93
	Assistant Principal, Alt	216	211 Days	73,032	87,465	101,898
	Assistant Principal, HS	216, 226	216 Days	74,763	89,538	104,312
	Associate Principal, HS	226	226 Days	78,224	93,683	109,141
	Behavior Services Coordinator	211				
	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

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

Daily	\$373.81	\$447.69	\$521.56
216 Days	80,744	96,700	112,656
226 Days	84,482	101,177	117,872

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Director, Accounting	226
Director, Communications/PR	226

Daily	\$403.73	\$483.51	\$563.28
226 Days	91,242	109,272	127,302

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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	\$443.86	\$522.19	\$600.51
226 Days	100,312	118,014	135,716

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

Daily	\$479.37	\$563.96	\$648.55
226 Days	108,339	127,456	146,573

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

Daily	\$575.25	\$676.76	\$778.27
226 Days	130,007	152,948	175,889

2018-19 Technology Pay Plan

Coppell ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
401			Hourly	\$17.06	\$20.81	\$24.55
	Campus Technology Manager	187	187 Days	25,525	31,128	36,731
	Technical Support Specialist I	226	226 Days	30,848	37,620	44,392
402			Hourly	\$20.48	\$24.97	\$29.46
	Technical Support Specialist II	226	226 Days	37,033	45,144	53,255
403			Daily	\$221.82	\$270.51	\$319.20
	Help Desk Manager	226	226 Days	50,131	61,135	72,139
	Webmaster	226				
404			Daily	\$255.09	\$311.09	\$367.08
	Multimedia/Communication Specialist	226	226 Days	57,650	70,306	82,961
	Network Engineer	226				
	Student Systems Coordinator	226				
	Systems Integration Analysis	226				
406			Daily	\$334.49	\$393.53	\$452.56
	Director, Data Analysis & Programs	226	226 Days	75,595	88,937	102,278
	Director, Finance/HR Systems	226				
	Director, Research and Evaluation	226				
	Director, Student Systems	226				
	Director, Technology Services	226				
407			Daily	\$443.86	\$522.19	\$600.52
	Executive Director of Technology	226	226 Days	100,312	118,014	135,717

2018-19 Clerical-Paraprofessional Pay Plan

Coppell ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
201			Hourly	\$14.71	\$17.95	\$21.18
	Instructional Aide (ESL, Inclusion, Resource, CM)	187	187 Days	22,002	26,846	31,690
	Office Aide	187	197 Days	23,179	28,282	33,385
	Office Clerk, MS	197				
	Office/PE Aide	187				
	Security Attendant	187				
202			Hourly	\$16.12	\$19.65	\$23.18
	Aide - Active Learning	187	187 Days	24,113	29,397	34,681
	Aide - ISS	187	197 Days	25,402	30,969	36,536
	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	\$17.23	\$21.02	\$24.81
	Aide - Nurse LVN	187	187 Days	25,783	31,447	37,111
	Attendance Clerk	197	197 Days	27,162	33,129	39,095
	Data Entry, HS	226	211 Days	29,092	35,483	41,874
	Data Entry, MS	197	226 Days	31,160	38,005	44,850
	MS Data Entry, Registrar & PEIMS at Campus Level	197	230 Days	31,712	38,678	45,644
	Receptionist, Administration	226				
	Secretary, Counselor	197, 211				
	Secretary, HS Asst Principal/Associate Principal	211, 226				
	Secretary, Energy Management	230				
	Student Attendance & Residency Officer	197				
204			Hourly	\$18.44	\$22.49	\$26.54
	Clerk, Accounts Payable	226	187 Days	27,590	33,649	39,707
	Clerk, Textbooks	226	211 Days	31,131	37,967	44,803
	LVN	187	226 Days	33,344	40,666	47,988
	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, Maintenance	230
Secretary, HS Athletics	226
Secretary, HS Principal	226
Secretary, New Tech	226
Secretary, Victory Place	216
Substitute Specialist	226

Hourly	\$19.73	\$24.07	\$28.40
216 Days	34,096	41,586	49,075
226 Days	35,675	43,511	51,347
230 Days	36,306	44,281	52,255

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	\$21.11	\$25.75	\$30.39
187 Days	31,584	38,523	45,462
216 Days	36,482	44,497	52,512
226 Days	38,170	46,557	54,943

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	\$23.13	\$27.55	\$31.96
226 Days	41,822	49,805	57,788

208	
Certification Specialist	226
Secretary, Superintendent	226

Hourly	\$25.91	\$30.86	\$35.80
226 Days	46,851	55,788	64,725

209	
PEIMS & Worker's Compensation Coordinator	226

Hourly	\$29.03	\$34.56	\$40.09
226 Days	52,484	62,486	72,487

2018-19 Auxiliary Pay Plan

Coppell ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
300	Crossing Guard	184	Hourly	\$10.51	\$11.67	\$12.84
			184 Days	15,464	17,182	18,900
301	Child Nutrition Worker	184	Hourly	\$12.18	\$13.70	\$16.75
			184 Days	17,929	20,170	24,652
302	Maintenance, Athletics	261	Hourly	\$12.47	\$15.21	\$17.96
	Maintenance, Grounds	261	261 Days	26,047	31,769	37,491
303	Maintenance, General	261	Hourly	\$13.72	\$16.74	\$19.75
	Maintenance, Preventative HVAC	261	261 Days	28,653	34,948	41,242
304	Food Service Manager, ES	184	Hourly	\$15.09	\$18.41	\$21.73
	Food Service Manager, NT	184	184 Days	22,217	27,103	31,988
305	Food Service Manager, MS	184	Hourly	\$16.61	\$20.26	\$23.91
	Maintenance, Building Tech	261	184 Days	24,443	29,822	35,201
	Maintenance, Grounds Lead	261	261 Days	34,672	42,302	49,931
	Maintenance, Mechanic	261				
306	Food Service Manager, HS	184	Hourly	\$19.10	\$23.30	\$27.51
	Maintenance, Building (Trade) Lead	261	184 Days	28,119	34,304	40,490
	Maintenance, Irrigation Tech	261	261 Days	39,886	48,660	57,434
	Supervisor, Building Maintenance	261				
307	General Services	216	Hourly	\$21.02	\$25.64	\$30.26
	Maintenance, Electrician Licensed	261	216 Days	36,324	44,304	52,284
	Maintenance, General (Lic/Cert)	261	261 Days	43,891	53,534	63,177
	Maintenance, HVAC Licensed	261				
	Maintenance, Kitchen Tech	261				
	Maintenance, Plumber Asst	261				
308	Nutrition Culinary Trainer	211	Hourly	\$23.12	\$28.20	\$33.27
			211 Days	39,029	47,596	56,163