



Board Action Required ☒

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To: Coppell ISD Board of Trustees
From: Diana Sircar
Date: June 23, 2025

cc: Doug Williams, Kristen Eichel, Karen Duke, Erica Devould

Re: 2025-2026 Compensation Plan

The district continues to face budgetary challenges and has prioritized the recruitment and retainage of teachers and other staff within the budget.

The 89th Texas Legislature has appropriated funds for teacher pay raises via House Bill 2, Teacher Retention Allotment, which provides a \$2,500 raise for teachers having completed 3 or 4 years of teaching experience and a \$5,000 raise for teachers having completed 5 or more years of teaching experience. In addition, the bill funds a Staff Retention Allotment at \$45/adjusted average daily attendance.

The district recognizes the work of teachers with less than 3 years of teaching experience and recommends providing a \$2,000 raise for those employees. This raise, which is about 3.1%, will help to provide additional compensation for teachers in this group. The Staff Retention Allotment can be used to provide the raise for teachers with less than 3 years of experience.

A general pay increase of 3% of midpoint for all other employees is recommended to maintain market position for all other positions. Nurses and librarians are normally provided with the same raise as teachers but were not included in the raise provided by House Bill 2.

TRS-Active Care, the healthcare plan under which the district participates, has announced increases in premiums of approximately 10%. The district will continue to provide a contribution of \$350/month for employees under the TRS plan.

In addition, those employees that participate in TRS-Active Care have access to multiple mental and physical health benefits through the BCBS health care plan such as 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.

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.

Performance Pay: Teacher Incentive Allotment. The district is in the process of establishing its own Teacher Incentive Allotment (TIA) program. For any funds received by Coppell ISD for a designated teacher under the Teacher Incentive Allotment (TIA), the district will follow the payout requirements under the plan. 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.

The Texas Education Agency will interpret new legislation and offer guidance to districts on the distribution of teacher and staff pay raises under the Teacher Retention Allotment and Staff Retention Allotment, respectively. The compensation plan may need to be updated to meet the guidance issued by the Texas Education Agency as they define qualifying employees and terms such a years-of-teaching-experience. Based upon legal advice, we have included language that would allow the Board to revise the compensation plan, if necessary.

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