
Board Action Required



No Action Required

To: Coppell ISD Board of Trustees
From: Diana Sircar
Date: June 26, 2023

cc: Brad Hunt, Kristen Eichel

Re: 2023-2024 Compensation Plan

The district continues to face challenges in attracting and retaining employees due to the pandemic and because of economic pressures such as low unemployment and rising inflation.

The district has seen success with some of the changes implemented in the prior year including the April Job Fair, recruiting at additional job fairs, increasing the monthly employer health care contribution and offering additional flexibility in work schedules where appropriate.

In addition, the district underwent a salary study, or pay systems review, during the 2022-23 school year to objectively examine the competitive job market and make recommendations for internally fair and externally competitive pay practices. The objectives of the review were to recruit and retain employees, prevent overpayment or underpayment, as well as control overall costs.

Under the review, jobs were evaluated against the competitive market and the district's pay structures were evaluated with the competitive job market. Recommendations were made to align the district pay structures and make pay adjustments as needed.

A general pay increase of 4% of midpoint was recommended to maintain market position which includes a \$2,550 increase for all continuing teachers, nurses and librarians on a 187-day contract. Teacher general pay increase is calculated as a percentage of the market median teacher salary (\$63,800). In addition, market-based adjustments are applied to teachers entering various years of service to increase the differential between experience levels.

Additional adjustments were made to ensure that all employee pay falls within the pay ranges and that employee pay is aligned with years of experience.

The Board of Trustees has prioritized that the district remains a leader in teacher compensation and that the district provide instructional support positions and continue providing teachers with planning time through the Professional Learning Communities (PLC) process.

The district intends to continue to offer Wondr Health benefit to all employees for the 2023-24 school year. 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.

The 2023-2024 Compensation Plan includes a 4% raise of control point for 187-day employees including teachers and nurses who will receive a \$2,550 cost-of-living increase. Librarians on a 197-day contract will receive a pro-rated increase. The 2023-24 beginning teacher pay for a 187-day contract is \$61,150. All other employees will receive a 4% cost-of-living increase on midpoint. This plan will allow the district to remain competitive with surrounding districts.

The district's contribution to employee healthcare will remain at \$350/month.

Performance Pay: Teacher Incentive Allotment. For any funds received by Coppell ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90 percent will be paid to the designated teacher. The remaining 10 percent will be used for researching, training, support, and expansion of the program or to pay benefits or TRS contributions associated with the payouts. 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 Legislature may meet in special sessions to continue work on the state budget and designate additional requirements for teacher salaries based on an increase in the basic allotment or other salary-related bills. 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.