

Coppell Independent School District 2026–2027 Compensation Plan



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Compensation Guidelines

Compensation guidelines for administering salaries and wages for employees of the Coppell Independent School District are designed to implement Board policy DEA (LOCAL), state and federal regulations.

Positions

The Texas Association of School Board (TASB) collects position and salary information from over 1000 Texas school districts. These benchmark positions are used to determine a market salary range for CISD's positions. A job title is not adequate to determine proper pay classification for a position. The actual content of the job itself is used to compare to like positions among area districts.

Salary Ranges

Salary ranges have a Minimum, a Midpoint and a Maximum rate. The Salary Range points are not correlated to years of service or experience. These ranges are reviewed annually using salaries of multiple area school districts.

- Minimum: Starting rate for no experience in the position being hired
- Midpoint (Control Point): Used to compare the market rate for the position
- Maximum: The highest salary to be paid for the position. (CISD currently allows for existing employees to receive annual increases that exceed the Maximum)

Initial Salary Placement

The salary of an individual employee hired or promoting into a position is determined based on experience in the new position as it relates to employees already in the pay grade. The salary of an employee entering a pay grade may not exceed the salary of an existing employee with like experience.

Salary Progression

An individual employee's salary increases through the pay grade by the amount of any annual increases approved by the Board of Trustees.

$$\text{Previous Year's Salary} + \text{Annual Increase} = \text{New Year's Salary}$$

There is not a specified time when a salary will reach the MIN, MID, MAX. These are only used to establish pay ranges based on area market rates.

2026–2027 New Hire Guide for Teachers
Continuing Teachers will receive an increase of \$1,520.

Years of Experience	Teachers 187 Work Days
0	\$65,000
1	\$65,720
2	\$66,220
3	\$67,700
4	\$67,900
5	\$71,700
6	\$71,820
7	\$72,120
8	\$72,220
9	\$72,920
10	\$73,720
11	\$74,620
12	\$75,520
13	\$76,525
14	\$76,935
15	\$77,235
16	\$77,535
17	\$77,835
18	\$78,135
19	\$78,435
20	\$78,735
21	\$79,035
22	\$79,335
23	\$79,635
24	\$79,935
25	\$80,235
26	\$80,535
27	\$80,835
28	\$81,135
29	\$81,435
30+	\$82,070

The salaries listed above are based on 10-month employment for the 2026-2027 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

\$1,500 Master's Degree Stipend
\$4,000 Bilingual Stipend
\$3,000 Specialized Special Education Stipend
\$1,500 Doctorate Degree Stipend

2026–2027 Pay Guide for 197 Day Language Acquisition Specialists

Continuing Teachers will receive an increase of \$1,520.

Years of Experience	Teachers 197 Work Days
0	\$68,476
1	\$69,234
2	\$69,761
3	\$71,320
4	\$71,531
5	\$75,534
6	\$75,661
7	\$75,977
8	\$76,082
9	\$76,819
10	\$77,662
11	\$78,610
12	\$79,559
13	\$80,617
14	\$81,049
15	\$81,365
16	\$81,681
17	\$81,997
18	\$82,313
19	\$82,629
20	\$82,945
21	\$83,261
22	\$83,578
23	\$83,894
24	\$84,210
25	\$84,526
26	\$84,842
27	\$85,158
28	\$85,474
29	\$85,790
30+	\$86,459

2026–2027 Professional Non-Teaching Pay Plan

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum	2.0% GPI
101			Daily	\$258.09	\$309.09	\$360.09	6.18
	Buyer	226	216 Days	\$55,748	\$66,764	\$77,779	\$1,335
	Culinary Trainer	216	226 Days	\$58,328	\$69,854	\$81,380	\$1,397
102			Daily	\$286.49	\$343.09	\$399.71	\$6.86
	Budget and Bond Specialist	226	187 Days	\$53,573	\$64,158	\$74,745	\$1,283
	Community Liaison	187	226 Days	\$64,746	\$77,538	\$90,333	\$1,551
	Coordinator - Child Nutrition	226					
	Manager - Benefits	226					
	Manager - Payroll	226					
	Staff Accountant	226					
	General Service Manager	226					
103			Daily	\$338.04	\$404.85	\$471.65	\$8.10
	Accounting Manager	226	187 Days	\$63,214	\$75,706	\$88,199	\$1,514
	Asst Director - Child Nutrition	226	197 Days	\$66,594	\$79,755	\$92,915	\$1,595
	Asst Principal - ES	204	204 Days	\$68,961	\$82,589	\$96,217	\$1,652
	Athletic Trainer	197	211 Days	\$71,327	\$85,423	\$99,518	\$1,708
	Behavioral Specialist	197	226 Days	\$76,397	\$91,495	\$106,593	\$1,830
	Coordinator-HS 504	197					
	Coordinator - HS Campus Testing	197					
	Counselor - ES	197					
	Counselor - HS	211, 226					
	Counselor - MS	197, 211					
	Counselor - Support	204					
	Diagnostician	197					
	Emergent Bilingual Parent Engagement Liaison	187					
	Head Band Director	226					
	Librarian	197					
	Learning Coach	197					
	Nurse (RN)	187					
	School Psychologist	197					
	Occupational Therapist (OT)	197					
	Parent Liaison	187					
	Physical Therapist (PT)	197					
	Specialist - District 504	197					
	Specialist - Assistive Technology	197					
	Specialist - Intervention Services	204					
	Specialist - Transition	197					
	Speech Language Pathologist (SLP)	197					

Coppell ISD 26-27 Compensation Plan

104		Daily	\$375.09	\$441.28	\$507.47	\$8.83
Asst Principal - MS	211	204 Days	\$76,519	\$90,021	\$103,525	\$1,800
Coordinator - Assessment & Accountability	226	211 Days	\$79,144	\$93,110	\$107,077	\$1,862
Coordinator - Health Services	216	216 Days	\$81,020	\$95,316	\$109,615	\$1,906
Coordinator - Intervention Services	216	226 Days	\$84,771	\$99,729	\$114,689	\$1,995
Coordinator - Library Services	204					
Coordinator - Safety & Security	216					
Coordinator - Accountability and Federal Programs	226					
Coordinator - Athletics						

105		Daily	\$408.84	\$481.00	\$553.15	\$9.62
Associate Principal - HS	226	211 Days	\$86,266	\$101,490	\$116,714	\$2,030
Asst Principal - HS	216	216 Days	\$88,310	\$103,895	\$119,480	\$2,078
Asst Principal - New Tech HS & VP@C	211	226 Days	\$92,399	\$108,705	\$125,011	\$2,174
Asst Principal - Ninth Grade Campus	216					
Coordinator - Athletics Boys/Head FB Coach	226					
Coordinator - Athletics Girls/Head Coach	226					
Director - Communications	226					
Director - Advanced Academics and CTE	226					
Director - Early Childhood & Early Intervention	226					
Director - ESL, Bilingual, & LOTE Programs	226					
Director - Fine Arts	226					
Director - Elementary Literacy & Social Studies	226					
Director - Elementary Mathematics & Science	226					
Director-Secondary Literacy & Social Studies	226					
Director-Secondary Mathematics & Science	226					
Director - Professional Learning	226					
Director - Purchasing	226					

106		Daily	\$445.65	\$524.29	\$602.93	\$10.49
Director - Child Nutrition	226	216 Days	\$96,260	\$113,246	\$130,233	\$2,265
Director - Student & Staff Services	226	226 Days	\$100,716	\$118,489	\$136,263	\$2,370
Principal - Alternative School	216					
Principal - ES	216					

107		Daily	\$487.98	\$574.09	\$660.21	\$11.48
Principal - MS	216	216 Days	\$105,404	\$124,004	\$142,605	\$2,480
Principal - New Tech HS	216	226 Days	\$110,284	\$129,745	\$149,207	\$2,595
Principal - Ninth Grade Campus	226					

108		Daily	\$517.25	\$608.54	\$699.82	\$12.17
Executive Director - Curriculum & Instruction	226	226 Days	\$116,899	\$137,529	\$158,160	\$2,751
Executive Director - Finances	226					
Executive Director - Human Resources	226					
Executive Director - Intervention Services	226					

109		Daily	\$558.64	\$657.22	\$755.80	\$13.14
Executive Director - Athletics	226	226 Days	\$126,253	\$148,531	\$170,810	\$2,971
Principal - HS	226					

110		Daily	\$681.54	\$801.81	\$922.08	\$16.04
Asst Superintendent - Leadership and Administrative Services	226	226 Days	\$154,029	\$181,209	\$208,390	\$3,624
Asst Superintendent - Curriculum & Instruction	226					
Chief Communications Officer	226					
Chief Financial Officer	226					
Chief Operations Officer	226					

2026–2027 Technology Pay Plan

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum	2.0% GPI
401			Hourly	\$21.12	\$25.76	\$30.39	\$0.52
	Specialist - Campus Technology	187	187 Days	31,597	38,533	45,469	771
	Technician - Customer Support	197	197 Days	33,287	40,594	47,901	812
402			Hourly	\$24.73	\$30.14	\$35.55	\$0.60
	Specialist - Tech Support	226	226 Days	44,707	54,486	64,266	1,090
403			Hourly	32.92	39.18	45.45	\$0.78
	Specialist - PEIMS	226	226 Days	59,516	70,842	82,167	1,417
404			Daily	\$284.37	\$338.54	\$392.70	\$6.77
	Scoreboard Video Producer	204	204 Days	58,012	69,061	80,111	1,381
	Specialist - Senior Technical Support	226	226 Days	64,268	76,509	88,750	1,530
405			Daily	\$318.50	\$379.16	\$439.83	\$7.58
	Network Engineer	226	226 Days	71,980	85,690	99,400	1,714
	Specialist - Brand Experience	226					
	Systems Engineer	226					
	Systems Engineer - Security	226					
	Systems Integration - Analyst	226					
406			Daily	\$375.09	\$441.28	\$507.47	\$8.83
	Coordinator - Digital Content & Community Outre	226	226 Days	84,771	99,729	114,689	1,995
	Coordinator - Student Systems	226					
	Coordinator - Technology Support	226					
407			Daily	\$408.84	\$481.00	\$553.15	\$9.62
	Director - Data Systems & Programs Analysis	226	226 Days	92,399	108,705	125,011	2,174
	Director - Enterprise Content Management	226					
	Director - Finance & Human Resource Systems	226					
	Director - Network Operations	226					
	Director - Student Systems	226					
408			Daily	\$517.25	\$608.54	\$699.82	\$12.17
	Executive Director - Technology Services	226	226 Days	116,899	137,529	158,160	2,751

2026–2027 Clerical-Paraprofessional Pay Plan

**Annual amounts are based on 8 hours per day.*

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% GPI	
201			Hourly	\$16.25	\$19.82	\$23.40	\$0.40
	Aide - ES Campus	187	187 Days	24,307	29,655	35,004	593
	Aide - ESL	187					
	Aide - Instructional	187					
	Aide - Sped ICS/Resource	187					
202			Hourly	\$17.80	\$21.71	\$25.61	\$0.43
	Aide - ISS	187	187 Days	26,634	32,476	38,317	650
	Aide - Campus Bilingual	187	197 Days	28,058	34,212	40,367	684
	Aide - MS Campus	187					
	Aide - Nurse	187					
	Aide - Early Childhood	187					
	Aide - Sped Achieving Indep & Momentum	187					
	Aide - Sped Active Learning	187					
	Aide - Sped Personal & Academic Growth	187					
	Aide - Sped Practical Academics	187					
	Aide - Sped Structured Learning	187					
	Aide - Sped Transitional Pathways	187					
	Attendance Clerk - HS	187					
	Receptionist - Field House	197					
	Receptionist - HS	197					
	Receptionist - MS	197					
203			Hourly	\$19.04	\$23.22	\$27.41	\$0.46
	Administrative Asst - AP HS	211	197 Days	30,007	36,599	43,192	732
	Administrative Asst - Counselor	197	211 Days	32,139	39,200	46,261	784
	Assessment Clerk - Intervention Services	197	226 Days	34,424	41,987	49,550	840
	Data Entry HS	226					
	Data Entry MS	211					
	Receptionist & Records Clerk Brock	211					
	Registrar - 9th Grade	226					

Coppell ISD 26-27 Compensation Plan

204		Hourly	\$20.47	\$24.96	\$29.46	\$0.50
Administrative Asst - AP HS/Campus Substitute Manager	211	211 Days	34,557	42,140	49,722	843
Administrative Asst - Finance HS	226	216 Days	35,376	43,138	50,900	863
Administrative Asst - Principal ES	211	226 Days	37,014	45,135	53,257	903
Administrative Asst - Principal MS	216					
Registrar - HS	226					
205		Hourly	\$22.01	\$26.84	\$31.67	\$0.54
Accounts Payable	226	216 Days	38,028	46,378	54,728	928
Accounts Payable - CN	226	226 Days	39,789	48,525	57,262	971
Administrative Asst - Director C&I	226					
Administrative Asst - Director Intervention Services	226					
Administrative Asst - Principal HS	216, 226					
Facilities Coordinator	226					
206		Hourly	\$23.66	\$28.85	\$34.04	\$0.58
Accounts Payable - Lead	226	226 Days	42,770	52,158	61,546	1,043
Administrative Asst - Executive Director C&I	226					
Administrative Asst - Child Nutrition	226					
Administrative Asst - Executive Director of Athletics & Director of Fine Arts	226					
Administrative Asst - Executive Director Intervention Service	226					
Administrative Asst - Executive Director Technology Service	226					
Specialist - Communications/Community Engagement	226					
Specialist - HR	226					
Specialist - Payroll	226					
Specialist - Purchasing	226					
Specialist - Substitutes & Leave	226					
207		Hourly	\$28.58	\$34.04	\$39.50	\$0.68
Administrative Asst - Asst Supt Admin Services & Exec Dir HI	226	226 Days	51,674	61,546	71,419	1,231
Administrative Asst - Asst Supt C&I & Director C&I	226					
Administrative Asst - Chief Comms Officer & Dir Student & Staff Services	226					
208		Hourly	\$34.10	\$40.61	\$47.13	\$0.81
HR & Business Compensation Analyst	226	226 Days	61,658	73,431	85,204	1,469
Specialist - Certification	226					
209		Hourly	\$37.87	\$45.09	\$52.29	\$0.90
Executive Asst - Superintendent	226	226 Days	68,476	81,515	94,539	1,630

2026–2027 Auxiliary Pay Plan

**Annual amounts are based on 8 hours per day.*

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% GPI	
301			Hourly	\$15.45	\$18.57	\$21.68	\$0.37
	Child Nutrition Employee	184	184 Days	22,749	27,329	31,909	547
303			Hourly	\$16.16	\$19.70	\$23.24	\$0.39
	Child Nutrition Employee - Floater	184	184 Days	23,780	28,997	34,215	580
	Grounds - Athletics	261	187 Days	24,168	29,470	34,772	589
	Grounds - Maintenance	261	261 Days	33,732	41,132	48,533	823
	Security Attendant	187					
304			Hourly	\$18.41	\$22.46	\$26.51	\$0.45
	General Maintenance	261	184 Days	27,102	33,062	39,022	661
	HVAC Tech - Preventative	261	261 Days	38,443	46,898	55,352	938
	Asst Manager - Child Nutrition CHS9	184					
	Manager - Child Nutrition ES	184					
	Manager - Child Nutrition Floater	184					
	Manager - Child Nutrition New Tech HS	184					
305			Hourly	\$20.25	\$24.71	\$29.17	\$0.49
	Agriculture Education Asst	187	184 Days	29,801	36,368	42,935	727
	Asst Manager - Child Nutrition HS	184	187 Days	30,287	36,961	43,635	739
	Grounds - Lead	261	261 Days	42,273	51,587	60,902	1,032
	Irrigation Tech	261					
	Manager - Child Nutrition MS	184					
	Manager - Child Nutrition Ninth Grade Cam	184					
306			Hourly	\$22.29	\$27.18	\$32.07	\$0.54
	Manager - Child Nutrition HS	184	184 Days	32,804	40,008	47,212	800
	Mechanic	261	226 Days	40,292	49,140	57,989	983
	Specialist - IMA	226	261 Days	46,532	56,750	66,969	1,135
	Supervisor - Grounds	261					
307			Hourly	24.51	29.90	35.29	\$0.60
	General - Licensed	261	261 Days	51,179	62,430	73,681	1,249
	HVAC Tech - Licensed	261					
	Plumber - Licensed	261					

Incentive Pay

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. TRS contributions associated with incentive payments, required medicare taxes and other statutory payroll costs will be paid from the designated teachers' TIA allotment. The remaining 10 percent will be used for allowable administrative costs. 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.

One-Time Payment Program

For the 2026-2027 school year, the Coppell Independent School District may award a one time payment of (amount to be determined by the Board) to District employees in (date to be determined by the Board within the 2026-2027 budget year). This payment may be made only to permanent employees who are employed as of (date to be determined by the Board) and are still employed as of the date on which the payment is made. This payment is not considered an increase in base pay, will not be repeated in future years, and will not be considered creditable compensation under the Teachers Retirement System of Texas (TRS). This payment is taxable and may be taxed at a higher rate. The payment may be prorated based on duty status, part-time schedule, or other non-discretionary factors determined by the Board of Trustees.