
Board Action Required



No Action Required

To: Coppell ISD Board of Trustees
From: Cooper Hilton & Dr. Amber Lasseigne
Date: June 22, 2026
cc: Dr. Leanne Shivers
Re: 2026-27 Compensation Plan

As presented at the previous Board workshops, the district continues to face budget constraints and has done considerable work to decrease the structural deficit for the upcoming school year. To honor the incredible work of CISD staff and to maintain market positions for all positions, the district is recommending a 2% of midpoint raise for all positions across the district.

The only exception to the 2% of midpoint recommendation is to continue to follow the teacher pay raises via House Bill 2, known as the Teacher Retention Allotment. The TRA 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. While not legislatively mandated for the 2026-27 school year, CISD has developed a teacher pay scale that honors those adjustments at Year 3 and Year 5 for this compensation package.

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 who participate in the TRS plan.

For the 2026-27 school year, additional funds for the Teacher Incentive Allotment (TIA) have already been allocated into the draft budget and are included in the proposed compensation package.

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