



Resolution: That the Members of the Board approve the 2022-2023 Compensation plan as recommended by Administration.

WHEREAS, the budget of the Coppel Independent School District for the 2022-2023 school year is being developed; and

WHEREAS, pursuant to Board policy DEA (Local) the Superintendent shall recommend to the Board an annual compensation plan as part of the annual budget. The Superintendent or designee shall determine annual increases for individual employees, within budgeted amounts; and

WHEREAS, the Board of Trustees finds it desirable and in the best interest of the school district, its students, and employees to adopt the recommendation of the Superintendent of Schools; and

WHEREAS, the Superintendent recommends a compensation plan that reflects an increase to the district's monthly healthcare contribution to \$350/month for those employees that participate in the TRS-Active Care health plan; a \$2,570 raise for every teacher, librarian, and nurse on a 187-day contract with a pro-ration for those on a 197-day contract; a 4% pay increase of mid-point for all other staff as presented; and

WHEREAS, For the 2022-2023 school year, the Coppel Independent School District may award a one-time lump sum payment of [amount to be determined by the Board] to District [teachers/employees] in [date to be determined by Board within the 2021-2022 budget year]. This payment will be made only to employees who are employed as of [date to be determined by 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 be considered creditable compensation under the Teachers Retirement System of Texas (TRS). This payment is taxable and may be taxed at a higher rate. This payment meets the intent of the ESSER Statue, the payment is reasonable and necessary, and it is aligned to a statutorily allowable activity. The payment may be prorated based on duty status, part-time schedule, or other nondiscretionary factors determined by the Board of Trustees, now,

THEREFORE BE IT RESOLVED, PASSED, APPROVED AND ENACTED by the Board of Trustees of the Coppel Independent School District, Coppel Texas, on this **27th day of June, 2022.**

President, Board of Trustees
David Caviness

Secretary, Board of Trustees
Nichole Bentley