

**Coppell ISD**  
**2016-2017 Salary Range for**  
**Teachers, Librarians, and Nurses (RN)**

**\$1,741 Increase**

**Base Salary Range**

10-Month Salary Range Minimum: \$51,000

10-Month Salary Range Maximum: \$72,491

Continuing Teachers, Librarians, and Nurses (RN) will receive a  
\$1,741 increase

Master's Degree Stipend:  
\$1,200

The salaries listed above are based on 10-month employment for the 2016-2017 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.

Salaries are determined individually with consideration for job-related experience and credentials.

**2016–2017 Proposed Administrative-Professional Pay  
Plan Coppell ISD**

| Pay Grade  | Job Title                                  | Calendars | Minimum         | Midpoint        | Maximum         |                 |
|------------|--|-----------|-----------------|-----------------|-----------------|-----------------|
| <b>101</b> |  |           | <b>Daily</b>    | <b>\$186.46</b> | <b>\$223.30</b> | <b>\$260.14</b> |
|            | Asst Director, Food Service                | 216       | <b>187 Days</b> | 34,867          | 41,757          | 48,647          |
|            | Asst Director, Maintenance                 | 230       | <b>211 Days</b> | 39,342          | 47,116          | 54,890          |
|            | Athletic Trainer                           | 187       | <b>216 Days</b> | 40,274          | 48,233          | 56,191          |
|            | Dietitian/Menu Planner                     | 211       | <b>230 Days</b> | 42,885          | 51,359          | 59,833          |
| <b>102</b> |  |           | <b>Daily</b>    | <b>\$251.72</b> | <b>\$301.46</b> | <b>\$351.20</b> |
|            | Benefits Manager                           | 226       | <b>226 Days</b> | 56,889          | 68,129          | 79,371          |
|            | Payroll Manager                            | 226       |                 |                 |                 |                 |
|            | Staff Accountant                           | 226       |                 |                 |                 |                 |
| <b>103</b> |  |           | <b>Daily</b>    | <b>\$289.47</b> | <b>\$346.67</b> | <b>\$403.88</b> |
|            | Assistant Principal, ES                    | 204, 211  | <b>187 Days</b> | 54,130          | 64,828          | 75,525          |
|            | Assistive Technology for Special Education | 197       | <b>197 Days</b> | 57,025          | 68,295          | 79,564          |
|            | Educational Diagnostician                  | 197, 211  | <b>204 Days</b> | 59,051          | 70,721          | 82,391          |
|            | Intervention Specialist                    | 197       | <b>211 Days</b> | 61,078          | 73,148          | 85,218          |
|            | LSSP                                       | 197       | <b>226 Days</b> | 65,420          | 78,348          | 91,277          |
|            | School Counselor, Alt                      | 211       |                 |                 |                 |                 |
|            | School Counselor, ES                       | 197, 211  |                 |                 |                 |                 |
|            | School Counselor, HS                       | 211, 226  |                 |                 |                 |                 |
|            | School Counselor, MS                       | 197, 211  |                 |                 |                 |                 |
|            | Speech Pathologist                         | 187, 211  |                 |                 |                 |                 |
| <b>104</b> |  |           | <b>Daily</b>    | <b>\$312.63</b> | <b>\$374.40</b> | <b>\$436.18</b> |
|            | Assistant Principal, MS                    | 211       | <b>197 Days</b> | 61,588          | 73,757          | 85,927          |
|            | Band Director, HS                          | 226       | <b>211 Days</b> | 65,965          | 78,999          | 92,033          |
|            | Occupational Therapist                     | 197       | <b>226 Days</b> | 70,654          | 84,615          | 98,576          |
|            | Physical Therapist                         | 197       |                 |                 |                 |                 |
| <b>105</b> |  |           | <b>Daily</b>    | <b>\$337.64</b> | <b>\$404.36</b> | <b>\$471.07</b> |
|            | Assistant Principal, HS                    | 216, 226  | <b>211 Days</b> | 71,242          | 85,319          | 99,396          |
|            | Associate Principal, HS                    | 226       | <b>216 Days</b> | 72,930          | 87,341          | 101,751         |
|            | Campus Athletic Coordinator                | 226       | <b>226 Days</b> | 76,307          | 91,384          | 106,462         |
|            | Coordinator, Behavior Services             | 211       |                 |                 |                 |                 |
|            | Director, Advanced Academics               | 226       |                 |                 |                 |                 |
|            | Director, Enrichment                       | 226       |                 |                 |                 |                 |
|            | Director, Instructional Tech               | 226       |                 |                 |                 |                 |
|            | Director, Intervention Services            | 226       |                 |                 |                 |                 |
|            | Director, Language and Literacy            | 226       |                 |                 |                 |                 |
|            | Director, Marketing                        | 226       |                 |                 |                 |                 |
|            | Director, Mathematics                      | 226       |                 |                 |                 |                 |
|            | Director, Professional Learning            | 226       |                 |                 |                 |                 |

**2016–2017 Proposed Administrative-Professional Pay  
Plan Coppell ISD**

| Pay Grade  | Job Title  | Calendars | Minimum         | Midpoint        | Maximum         |                 |
|------------|--|-----------|-----------------|-----------------|-----------------|-----------------|
|            | Director, Research & Assessment                  | 226       |                 |                 |                 |                 |
|            | Director, Science                                | 226       |                 |                 |                 |                 |
|            | Director, Social Studies & Career and Technology | 226       |                 |                 |                 |                 |
| <b>106</b> |  |           | <b>Daily</b>    | <b>\$364.65</b> | <b>\$436.70</b> | <b>\$508.76</b> |
|            | Asst Principal, ES/Director, Curriculum          | 204       | <b>204 Days</b> | 74,388          | 89,088          | 103,787         |
|            | Director, Food Service                           | 216       | <b>216 Days</b> | 78,764          | 94,328          | 109,892         |
|            | Director, Maintenance                            | 226       | <b>226 Days</b> | 82,411          | 98,695          | 114,979         |
|            | Director, Purchasing                             | 226       |                 |                 |                 |                 |
|            | Principal, ES                                    | 216       |                 |                 |                 |                 |
| <b>107</b> |  |           | <b>Daily</b>    | <b>\$393.82</b> | <b>\$471.64</b> | <b>\$549.46</b> |
|            | Director, Accounting                             | 226       | <b>226 Days</b> | 89,003          | 106,591         | 124,178         |
|            | Director, Public Relations                       | 226       |                 |                 |                 |                 |
|            | Director, Special Education                      | 226       |                 |                 |                 |                 |
| <b>108</b> |  |           | <b>Daily</b>    | <b>\$432.96</b> | <b>\$509.37</b> | <b>\$585.78</b> |
|            | Exec Director, Curriculum                        | 226       | <b>226 Days</b> | 97,849          | 115,117         | 132,386         |
|            | Exec Director, Human Resources                   | 226       |                 |                 |                 |                 |
|            | Exec Director, Intervention Services             | 226       |                 |                 |                 |                 |
| <b>109</b> |  |           | <b>Daily</b>    | <b>\$467.60</b> | <b>\$550.12</b> | <b>\$632.64</b> |
|            | Director, Athletics                              | 226       | <b>226 Days</b> | 105,678         | 124,327         | 142,976         |
|            | Principal, Alt                                   | 226       |                 |                 |                 |                 |
|            | Principal, HS                                    | 226       |                 |                 |                 |                 |
|            | Principal, MS                                    | 226       |                 |                 |                 |                 |
| <b>110</b> |  |           | <b>Daily</b>    | <b>\$561.12</b> | <b>\$660.15</b> | <b>\$759.17</b> |
|            | Asst Superintendent, Administration              | 226       | <b>226 Days</b> | 126,814         | 149,193         | 171,572         |
|            | Asst Superintendent, Business                    | 226       |                 |                 |                 |                 |
|            | Asst Superintendent, Instruction                 | 226       |                 |                 |                 |                 |
|            | Chief Financial Officer                          | 226       |                 |                 |                 |                 |

**2016–2017 Proposed Technology Pay  
Plan Coppell ISD**

| <b>Pay Grade</b> | <b>Job Title</b>             | <b>Calendars</b> | <b>Minimum</b>                  | <b>Midpoint</b> | <b>Maximum</b>  |
|------------------|------------------------------|------------------|---------------------------------|-----------------|-----------------|
| <b>401</b>       | Campus Technology Manager    | 187              | <b>Daily</b><br><b>\$16.65</b>  | <b>\$20.30</b>  | <b>\$23.95</b>  |
|                  |                              |                  | <b>187 Days</b>                 | 24,902          | 35,835          |
| <b>402</b>       | Technical Support Specialist | 197, 226         | <b>Daily</b><br><b>\$19.98</b>  | <b>\$24.36</b>  | <b>\$28.74</b>  |
|                  |                              |                  | <b>197 Days</b>                 | 31,481          | 45,302          |
|                  |                              |                  | <b>226 Days</b>                 | 36,115          | 51,971          |
| <b>403</b>       | Help Desk Manager            | 226              | <b>Daily</b><br><b>\$216.40</b> | <b>\$263.90</b> | <b>\$311.40</b> |
|                  |                              |                  | <b>226 Days</b>                 | 48,906          | 70,377          |
| <b>404</b>       | Network Engineer             | 226              | <b>Daily</b><br><b>\$248.86</b> | <b>\$303.49</b> | <b>\$358.11</b> |
|                  | Webmaster                    | 226              | <b>226 Days</b>                 | 56,242          | 80,933          |
| <b>406</b>       | Director, Student Systems    | 226              | <b>Daily</b><br><b>\$326.32</b> | <b>\$383.91</b> | <b>\$441.50</b> |
|                  | Director, Technical Services | 226              | <b>226 Days</b>                 | 73,749          | 99,780          |
| <b>407</b>       | Chief Technology Officer     | 226              | <b>Daily</b><br><b>\$473.17</b> | <b>\$556.68</b> | <b>\$640.18</b> |
|                  |                              |                  | <b>226 Days</b>                 | 106,937         | 144,681         |

**2016–2017 Proposed Auxiliary Pay  
Plan Coppell ISD**

| <b>Pay Grade</b> | <b>Job Title</b>                      | <b>Calendars</b> | <b>Minimum</b>  | <b>Midpoint</b> | <b>Maximum</b> |                |
|------------------|---------------------------------------|------------------|-----------------|-----------------|----------------|----------------|
| <b>301</b>       |                                       |                  | <b>Hourly</b>   | <b>\$10.40</b>  | <b>\$12.69</b> | <b>\$14.97</b> |
|                  | Child Nutrition Workers               | 184, 185         | <b>184 Days</b> | 15,314          | 18,676         | 22,038         |
|                  | Custodian                             | 261              | <b>185 Days</b> | 15,398          | 18,778         | 22,157         |
|                  |                                       |                  | <b>261 Days</b> | 21,723          | 26,492         | 31,260         |
| <b>302</b>       |                                       |                  | <b>Hourly</b>   | <b>\$12.07</b>  | <b>\$14.72</b> | <b>\$17.37</b> |
|                  | Maintenance, Athletics                | 261              | <b>261 Days</b> | 25,199          | 30,730         | 36,262         |
|                  | Maintenance, Grounds                  | 261              |                 |                 |                |                |
|                  | Maintenance, IPM & Grounds            | 261              |                 |                 |                |                |
| <b>303</b>       |                                       |                  | <b>Hourly</b>   | <b>\$13.28</b>  | <b>\$16.19</b> | <b>\$19.10</b> |
|                  | Maintenance, General                  | 261              | <b>187 Days</b> | 19,861          | 24,219         | 28,577         |
|                  | Maintenance, Preventive               | 261              | <b>261 Days</b> | 27,721          | 33,803         | 39,886         |
|                  | Maintenance, Preventive HVAC          | 261              |                 |                 |                |                |
|                  | Security Guard                        | 187              |                 |                 |                |                |
| <b>304</b>       |                                       |                  | <b>Hourly</b>   | <b>\$14.61</b>  | <b>\$17.81</b> | <b>\$21.02</b> |
|                  | Food Service Manager, ES              | 184              | <b>184 Days</b> | 21,500          | 26,221         | 30,942         |
|                  | Food Service Manager, MS              | 184              |                 |                 |                |                |
| <b>305</b>       |                                       |                  | <b>Hourly</b>   | <b>\$16.07</b>  | <b>\$19.60</b> | <b>\$23.13</b> |
|                  | Maintenance, Building Maint (Trade)   | 261              | <b>261 Days</b> | 33,549          | 40,924         | 48,299         |
|                  | Maintenance, Energy Monitor           | 261              |                 |                 |                |                |
|                  | Maintenance, General (Trade)          | 261              |                 |                 |                |                |
|                  | Maintenance, Grounds Lead             | 261              |                 |                 |                |                |
|                  | Mechanic                              | 261              |                 |                 |                |                |
| <b>306</b>       |                                       |                  | <b>Hourly</b>   | <b>\$18.48</b>  | <b>\$22.54</b> | <b>\$26.60</b> |
|                  | Food Service Manager, HS              | 184              | <b>184 Days</b> | 27,207          | 33,184         | 39,160         |
|                  | Maintenance, Electrical               | 261              | <b>261 Days</b> | 38,593          | 47,070         | 55,547         |
|                  | Maintenance, Irrigation (Lic/Cert)    | 261              |                 |                 |                |                |
| <b>307</b>       |                                       |                  | <b>Hourly</b>   | <b>\$20.33</b>  | <b>\$24.80</b> | <b>\$29.26</b> |
|                  | General Services                      | 216              | <b>216 Days</b> | 35,131          | 42,848         | 50,566         |
|                  | Maintenance, General (Lic/Cert)       | 261              | <b>261 Days</b> | 42,450          | 51,775         | 61,100         |
|                  | Maintenance, HVAC (Lic/Cert)          | 261              |                 |                 |                |                |
|                  | Maintenance, Kitchen Equip (Lic/Cert) | 261              |                 |                 |                |                |
|                  | Maintenance, Plumber (Trade)          | 261              |                 |                 |                |                |
| <b>308</b>       |                                       |                  | <b>Hourly</b>   | <b>\$22.36</b>  | <b>\$27.27</b> | <b>\$32.19</b> |
|                  | Nutrition Culinary Trainer            | 211              | <b>211 Days</b> | 37,744          | 46,037         | 54,329         |

**2016–17 Proposed Clerical-Paraprofessional Pay Plan**

Coppell ISD

Hours = 8.0

| Pay Grade  | Job Title                                 | Calendars | Minimum         | Midpoint       | Maximum        |                |
|------------|---|-----------|-----------------|----------------|----------------|----------------|
| <b>201</b> |   |           | <b>Hourly</b>   | <b>\$14.36</b> | <b>\$17.51</b> | <b>\$20.67</b> |
|            | Inst Asst - Classroom                     | 187       | <b>187 Days</b> | 21,486         | 26,193         | 30,915         |
|            | Inst Asst - General/Resource              | 187       | <b>197 Days</b> | 22,635         | 27,594         | 32,569         |
|            | Office Aide                               | 187       |                 |                |                |                |
|            | Office Aide, ES                           | 187       |                 |                |                |                |
|            | Office Aide, MS                           | 197       |                 |                |                |                |
|            | Office Clerk, MS                          | 197       |                 |                |                |                |
|            | Office/Clinic Aide                        | 187       |                 |                |                |                |
|            | Office/PE Aide                            | 187       |                 |                |                |                |
| <b>202</b> |   |           | <b>Hourly</b>   | <b>\$15.72</b> | <b>\$19.17</b> | <b>\$22.62</b> |
|            | Inst Asst - Special Program               | 187       | <b>187 Days</b> | 23,521         | 28,683         | 33,846         |
|            | ISS Aide                                  | 187       | <b>197 Days</b> | 24,778         | 30,217         | 35,656         |
|            | Library Aide                              | 187       |                 |                |                |                |
|            | Library Aide, HS                          | 197       |                 |                |                |                |
|            | Nurse Aide                                | 187       |                 |                |                |                |
|            | Receptionist, Campus                      | 187, 197  |                 |                |                |                |
| <b>203</b> |   |           | <b>Hourly</b>   | <b>\$16.82</b> | <b>\$20.51</b> | <b>\$24.21</b> |
|            | Data Entry, HS                            | 211       | <b>187 Days</b> | 25,161         | 30,688         | 36,215         |
|            | Data Entry, MS                            | 197       | <b>197 Days</b> | 26,506         | 32,329         | 38,151         |
|            | Licensed Vocational Nurse                 | 187       | <b>211 Days</b> | 28,390         | 34,626         | 40,863         |
|            | Receptionist, Admin                       | 226       | <b>226 Days</b> | 30,408         | 37,088         | 43,768         |
|            | Secretary, HS Asst Principal              | 197, 226  | <b>230 Days</b> | 30,946         | 37,744         | 44,542         |
|            | Secretary, HS Attendance                  | 197       |                 |                |                |                |
|            | Secretary, HS Counselor                   | 211       |                 |                |                |                |
|            | Secretary, Maintenance                    | 230       |                 |                |                |                |
|            | Student Services, HS                      | 211       |                 |                |                |                |
| <b>204</b> |   |           | <b>Hourly</b>   | <b>\$18.00</b> | <b>\$21.94</b> | <b>\$25.89</b> |
|            | Clerk, Accounts Payable                   | 226       | <b>211 Days</b> | 30,377         | 37,042         | 43,707         |
|            | Clerk, Textbooks                          | 226       | <b>226 Days</b> | 32,537         | 39,675         | 46,814         |
|            | Registrar, HS                             | 226       |                 |                |                |                |
|            | Secretary, Dir Adv Acad/Dir Res & Asses   | 226       |                 |                |                |                |
|            | Secretary, Dir Enrichment/Coord Curricula | 226       |                 |                |                |                |
|            | Secretary, Dir Prof Lrng/Coord Curriculum | 226       |                 |                |                |                |
|            | Secretary, ES Campus                      | 211       |                 |                |                |                |
|            | Secretary, HS Finance                     | 226       |                 |                |                |                |
|            | Secretary, MS Campus                      | 226       |                 |                |                |                |

**2016–17 Proposed Clerical-Paraprofessional Pay Plan**

Coppell ISD

Hours = 8.0

| Pay Grade  | Job Title                              | Calendars | Minimum         | Midpoint       | Maximum        |                |
|------------|--|-----------|-----------------|----------------|----------------|----------------|
| <b>205</b> |  |           | <b>Hourly</b>   | <b>\$19.25</b> | <b>\$23.48</b> | <b>\$27.70</b> |
|            | Clerk, Payroll/Attendance              | 226       | <b>216 Days</b> | 33,272         | 40,568         | 47,864         |
|            | General Services Manager               | 226       | <b>226 Days</b> | 34,812         | 42,446         | 50,080         |
|            | HR/Communications                      | 226       | <b>230 Days</b> | 35,428         | 43,198         | 50,967         |
|            | Payroll/HR Liaison                     | 226       |                 |                |                |                |
|            | Secretary, Curriculum                  | 226       |                 |                |                |                |
|            | Secretary, Dir Intervention            | 226       |                 |                |                |                |
|            | Secretary, Dir Maintenance             | 230       |                 |                |                |                |
|            | Secretary, Dir Special Ed              | 226       |                 |                |                |                |
|            | Secretary, HS Athletics                | 226       |                 |                |                |                |
|            | Secretary, HS Principal                | 226       |                 |                |                |                |
|            | Secretary, Human Resources             | 226       |                 |                |                |                |
|            | Secretary, New Tech                    | 226       |                 |                |                |                |
|            | Secretary, Purchasing                  | 226       |                 |                |                |                |
|            | Secretary, Technology                  | 226       |                 |                |                |                |
|            | Secretary, Victory Place               | 216       |                 |                |                |                |
|            | Substitute Coordinator                 | 226       |                 |                |                |                |
| <b>206</b> |  |           | <b>Hourly</b>   | <b>\$20.60</b> | <b>\$25.12</b> | <b>\$29.65</b> |
|            | Secretary, Exec Dir & Dir Curriculum   | 226       | <b>216 Days</b> | 35,605         | 43,410         | 51,232         |
|            | Secretary, Exec Dir Intervention       | 226       | <b>226 Days</b> | 37,253         | 45,419         | 53,604         |
|            | Secretary, Food Service                | 216       |                 |                |                |                |
| <b>207</b> |  |           | <b>Hourly</b>   | <b>\$22.57</b> | <b>\$26.88</b> | <b>\$31.18</b> |
|            | Secretary, Asst Supt Admin/Exec Dir HR | 226       | <b>226 Days</b> | 40,813         | 48,594         | 56,375         |
|            | Secretary, Asst Supt Business/CFO      | 226       |                 |                |                |                |
|            | Secretary, Asst Supt Instruction       | 226       |                 |                |                |                |
| <b>208</b> |  |           | <b>Hourly</b>   | <b>\$25.28</b> | <b>\$30.10</b> | <b>\$34.93</b> |
|            | Certification Manager                  | 226       | <b>226 Days</b> | 45,713         | 54,430         | 63,146         |
|            | Secretary, Superintendent              | 226       |                 |                |                |                |
| <b>209</b> |  |           | <b>Hourly</b>   | <b>\$28.32</b> | <b>\$33.72</b> | <b>\$39.12</b> |
|            | PEIMS Coordinator                      | 226       | <b>226 Days</b> | 51,200         | 60,963         | 70,726         |