



Resolution: That the Members of the Board approve the 2025-2026 Compensation plan as recommended by Administration.

WHEREAS, the budget of the Coppel Independent School District for the 2025-2026 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 89th Legislative body of the State of Texas has appropriated funds for teacher raises and the Texas Education Agency will be providing guidance to school districts on the disbursement of such funds; and

WHEREAS, it is the intention of the school district to comply with the guidance issued by the Texas Education Agency on the qualification of each teacher to earn said raise; and

WHEREAS, the Superintendent recommends a compensation plan that reflects a \$2,000 raise for every teacher who has completed 1 or 2 years of teaching experience; \$2,500 raise for every teacher who has completed 3 or 4 years of teaching experience; a \$5,000 raise for every teacher who has completed 5 or more years of teaching experience; a 3% pay increase of mid-point for all other staff as presented; now

THEREFORE BE IT RESOLVED, PASSED, APPROVED AND ENACTED by the Board of Trustees of the Coppel Independent School District, Coppel Texas, on this **23rd day of June, 2025.**

Pursuant to any forthcoming legislative action, the Board reserves the right to rescind, reconsider, or amend this resolution as needed.

President, Board of Trustees
David Caviness

Secretary, Board of Trustees
Jobby Mathew