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Board Action Required



No Action Required

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To: Coppell ISD Board of Trustees  
From: Diana Sircar  
Date: June 24, 2024

cc: Brad Hunt, Kristen Eichel

**Re: 2024-2025 Compensation Plan**

The district continues to face the challenges of educators leaving the workforce. A competitive compensation plan helps the district to recruit and retain high-quality educators and employees.

The 2024-25 healthcare premiums, which are now regionally set, are increasing by 11% over prior year. An employee only plan under TRS-Active Care HD or Primary is increasing by \$612/year. An employee + family plan is increasing by \$2,088/year.

Cumulative inflation since 2019 is over 20%. This reduction in the spending value of a dollar plus the increase in healthcare premiums is driving a recommended cost-of-living increase in the compensation plan. In addition, neighboring districts in Regions 10 and 11 have already adopted a 3% increase.

A general pay increase of 3% of midpoint is being recommended to maintain market position which includes a \$2,050 increase for all continuing teachers, nurses and librarians on a 187-day contract.

The Board of Trustees has prioritized that the district remains a leader in teacher compensation.

The district will discontinue the Wondr Health benefit due to a significant drop in participation. However, those employees that participate in TRS-Active Care have access to multiple mental and physical health benefits through the BCBS health care plan such as Fitness Program for gym memberships or digital fitness classes, digital Mental Health Program offering self-paced lessons or one-on-one support with a coach, Health self-assessments, and Wellness Programs to manage stress, fitness, nutrition, and other wellness indicators.

Information has been presented to the Board regarding future expected revenue based upon current school finance legislation. The slowing growth of enrollment at Coppell ISD will constrict the budget in future years.

The 2024-2025 Compensation Plan includes a 3% raise of control point for 187-day employees including teachers and nurses who will receive a \$2,050 cost-of-living increase. Librarians on a 197-day contract will receive a pro-rated increase. The 2024-25 beginning teacher pay for a 187-day contract is \$62,700 up from \$61,150. All other employees will receive a 3% cost-of-living increase on midpoint. This plan will allow the district to remain competitive with surrounding districts.

The district's contribution to employee healthcare will remain at \$350/month.

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. The remaining 10 percent will be used for researching, training, support, and expansion of the program or to pay benefits or TRS contributions associated with the payouts. 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.

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