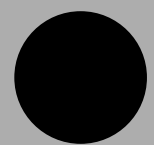
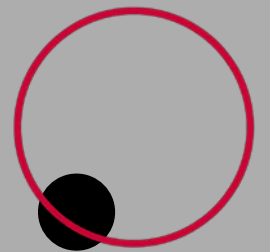


COPPELL ISD
you matter





Proposed compensation increases

You matter!



Exceed requirements of HB3 to provide all staff with compensation increases.



Provide a competitive compensation package for all employees including teachers, nurses, librarians & counselors.

Prioritize compensation increases for teachers with more than 5 years of service.

Estimated increased funding under HB3

Estimated as of 6/20/19	2018-2019	2019-2020*
State Aid	\$ 9,917,368	\$ 4,419,808
+ Local M&O Tax Revenue	\$139,383,753	\$133,185,773
- Recapture	\$ (45,249,980)	\$ (29,729,724)
TOTAL:	\$104,051,141	\$107,875,857
ADA	12,346	12,608
\$ PER ADA	\$ 8,428	\$ 8,556

**Increase of
\$128/ADA**

* Includes Fast Growth Allotment

Estimated increased funding under HB3

Coppell ISD change in funding per ADA from 2018-19 to 2019-20 = \$1,614,362*

30% must be spent on increased compensation

Requires \$425 increase/teacher, nurse, librarian, counselor

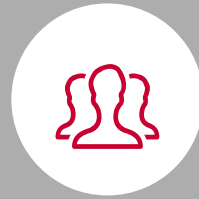
Recommend providing a larger increase than required under the bill.

* Includes Fast Growth Allotment & New Instructional Facilities Allotment. Revenue estimated as of 6/20/2019 and is subject to change.

**Starting Teacher Salary
\$54,600**



**3% increase on midpoint
for all employees.**



**\$1,800 increase for all
Teachers, Nurses,
Librarians.**

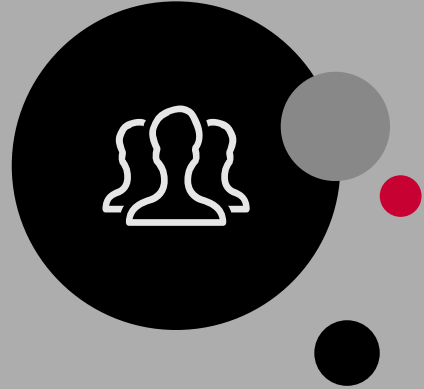
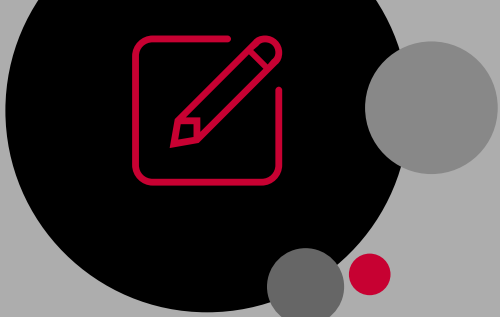


**Additional \$14/month
healthcare contribution
for all employees.**



**Additional \$300 for
Teachers with more
than 5 years of service.**





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