
THERE'S NO
PLACE LIKE
CISD
Coppell ISD

Our Mission:

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Our Values:



Our Vision: you matter

2026-27 Planning - Budget Workshop #3

2026-2027 Draft Compensation Plan

- Administrative Recommendation
  - 2% Raise from midpoint for all pay grades across CISD

- Total Raise Impact: $2.2 Million
  - 1% raise nearly $1.1 Million

26-27 & 27-28 Draft Teacher Pay Scales & TRA

TEC § 48.158

“(d) Except as provided by Subsection (e), for the 2026-2027 and each subsequent school year, a school district *shall use money received under Subsection (b) to maintain the salary increases for classroom teachers provided under Subsection (c). Any additional funding generated for a school district under this section may only be used for the compensation of classroom teachers who are employed by or contract with the district and who have three or more years of experience.*”

2026-2027 Draft Teacher Pay Scale

- Starting teacher salary for 26-27: **$65,000**

- Retained Teacher Retention Allotment (TRA) Impact for years 3 & 5
  - $2,500 at year 3
  - $5,000 at year 5

- CISD teachers eligible for the Teacher Incentive Allotment
  - 25-26 *Minimum* Payout: $2,745
  - 25-26 *Maximum* Payout: $11,385

- Additional Stipends for eligible educators:
  - $1,500 for Masters Degree
  - $3,000 for Specialized Special Education Assignments
  - $4,000 Bilingual Stipend

2026-2027 Draft Teacher Pay Scale

Years of Experience	Teacher - 187 Work Days
0	$65,000
1	$65,720
2	$66,220
3	$67,700
4	$67,900
5	$71,700
6	$71,820
7	$72,120
8	$72,220
9	$72,920
10	$73,720
11	$74,620
12	$75,520
13	$76,525
14	$76,935
15	$77,235
16	$77,535
17	$77,835
18	$78,135
19	$78,435
20	$78,735
21	$79,035
22	$79,335
23	$79,635
24	$79,935
25	$80,235
26	$80,535
27	$80,835
28	$81,135
29	$81,435
30+	$82,070

DFW Starting Teacher Pay

Coppell ISD Recommended Starting Teacher Salary for 26-27: **$65,000**

- Dallas ISD - $68,000
- Arlington ISD - $66,100
- **Coppell ISD - $65,000**
- Northwest ISD - $64,750
- McKinney ISD - $64,700
- Highland Park ISD - $64,500
- Lewisville ISD - $64,250
- Plano ISD - $64,000
- Richardson - $63,500
- Denton ISD - $63,500
- Carroll ISD - $62,200

**Other surrounding districts (Irving ISD, Carrollton Farmers Branch ISD, & Grapevine Colleyville ISD) have yet to adopt their 26-27 compensation plans.*

2027-28 Draft Teacher Pay Scale - *For Discussion Only*

- Based on the scale below, a teacher hired in 2024-25 would see a $5,065 increase in salary from their year 0 to their year 3 in 2027-28.
- A Year 2 teacher in 2024-25 would be a year 5 teacher in 2027-28 and their pay would have increased by $8,045 since TRA was enacted.

Years of Experience	Teacher - 187 Work Days	15	$78,480
0	$66,000	16	$78,780
1	$66,545	17	$79,080
2	$67,265	18	$79,380
3	$67,765	19	$79,680
4	$69,245	20	$79,980
5	$71,745	21	$80,280
6	$73,245	22	$80,580
7	$73,365	23	$80,880
8	$73,665	24	$81,180
9	$73,765	25	$81,480
10	$74,465	26	$81,780
11	$75,265	27	$82,080
12	$76,165	28	$82,380
13	$77,065	29	$82,680
14	$78,070	30+	$82,980

2026-2027 Benefits Update - CISD Contribution $350/Month

TRS Active Care HD Cost per Month	2025-2026	2026-2027	Change in $ amount	Number of Employees
Employee Only	$220	$278	$58	277
Employee and Spouse	$1,189	$1,346	$157	15
Employee and Child(ren)	$619	$718	$99	57
Employee and Family	$1,588	$1,786	$198	14
TRS Active Care Primary Cost per Month	**2025-2026**	**2026-2027**	**Change in $ amount**	**Number of Employees**
Employee Only	$206	$264	$58	316
Employee and Spouse	$1,152	$1,308	$156	2
Employee and Child(ren)	$596	$694	$98	96
Employee and Family	$1,541	$1,738	$197	19

2026-2027 Budget Changes Since April

- Added in 5 Staff Based on Program Needs and Enrollment
    - Classroom Support Based on Class Size and Program Needs
- Additional Costs Related to Copiers
- Additional Costs Related to School Resource Deputies (SRD)

2026-27 Net Reductions - ~ $7 Million

2026-2027 TAXPAYER IMPACT STATEMENT

2025-2026 Fiscal Year (2025 Tax Year)

Median-Taxable Value Homestead	Tax Rate Per $100 of Value	Estimated Property Tax Bill
$472,537	$0.9819	$4,812

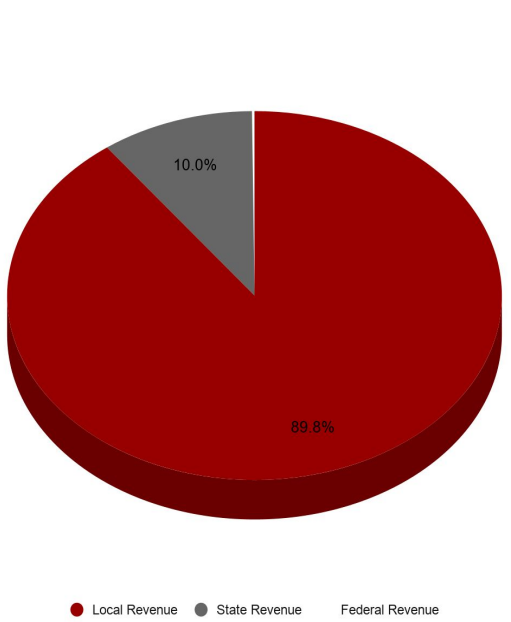
2026-2027 Fiscal Year (2026 Tax Year)*

Median-Taxable Value Homestead	Tax Rate Per $100 of Value	Estimated Property Tax Bill
$509,249	$0.9726	$5,236

**Estimates until August 2026*

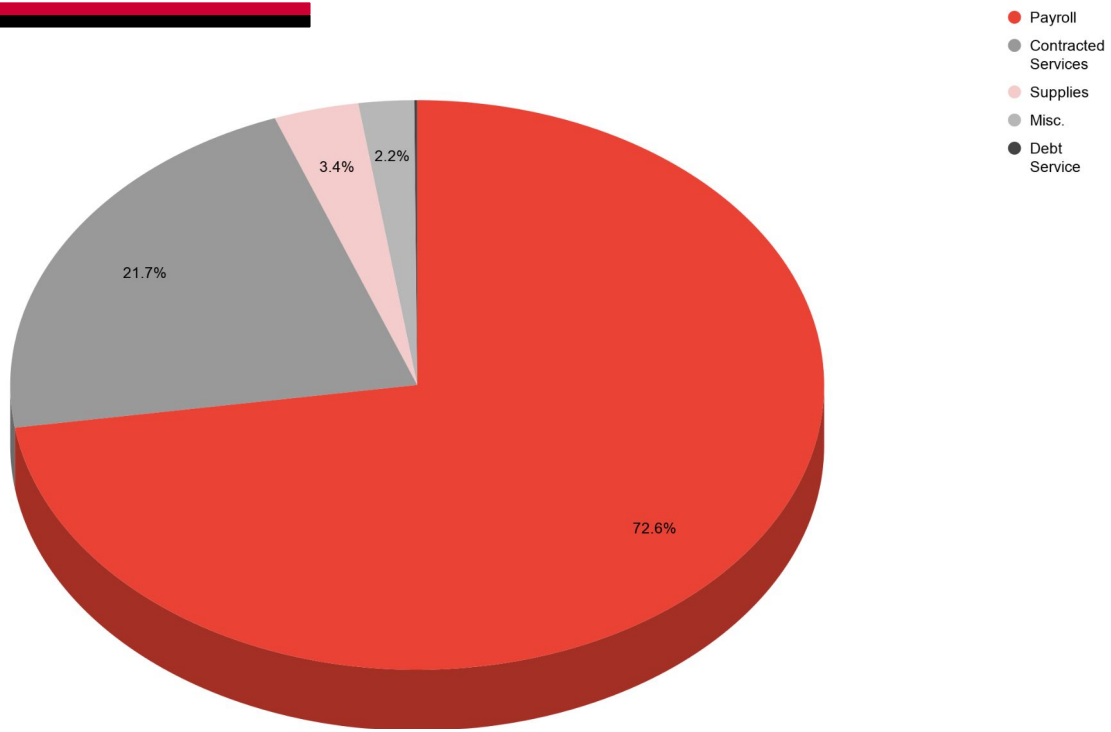
2026-2027 Draft General Fund Revenue

Revenue Source	Total
Local Revenue	$141,917,215
State Revenue	$15,803,635
Federal Revenue	$260,000
Total Revenue	**$157,980,850**



2026-2027 Draft General Fund Expense Budget

Major Object	Total Budget
Payroll	$117,549,836
Contracted Services	$35,142,094
Supplies	$5,454,893
Misc.	$3,569,870
Debt Service	$190,000
Total Expense	**$161,906,693**



2026-2027 Draft Function Budget

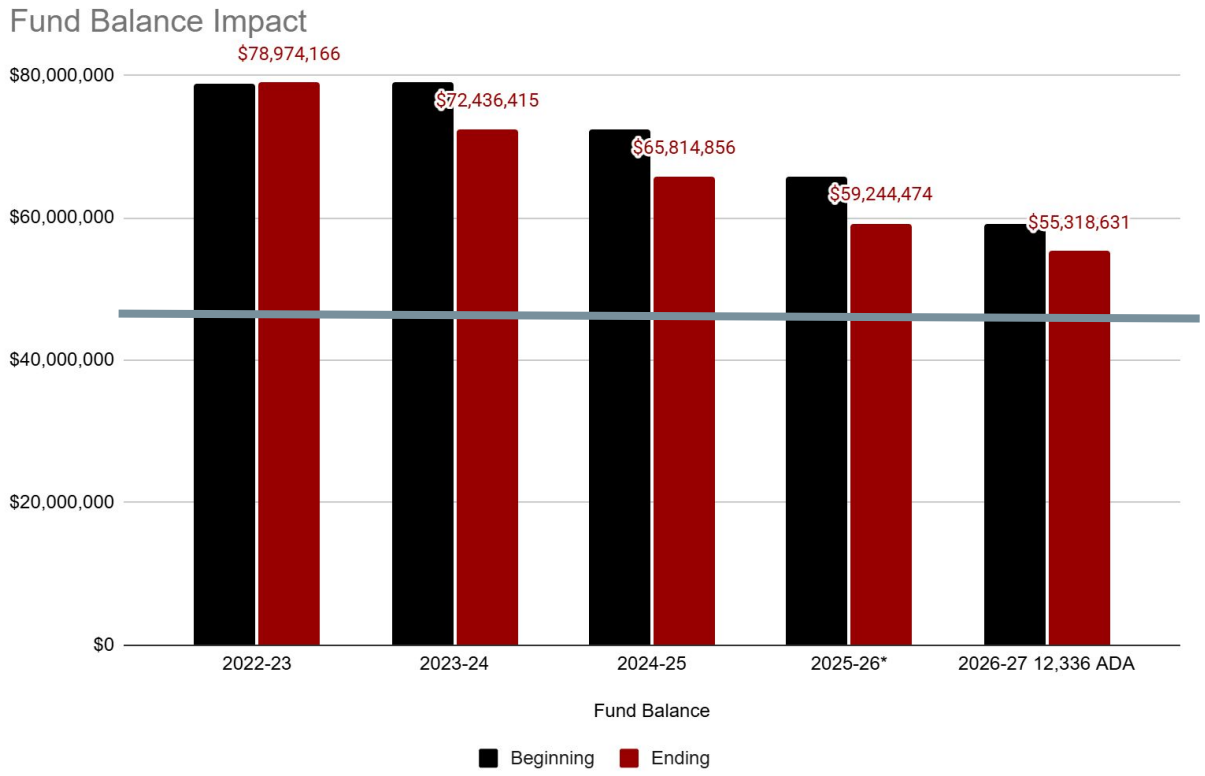
Function		Budget	Percent
11 - Instruction	$	92,177,819	56.93%
12 - Library Services	$	1,554,612	0.96%
13 - Professional Development	$	2,255,026	1.39%
21 - Instructional Leadership	$	2,869,052	1.77%
23 - School Leadership	$	6,850,375	4.23%
31 - Counseling	$	5,852,910	3.61%
32 - Social Work Services	$	188,553	0.12%
33 - Health Services	$	1,552,481	0.96%
34 - Transportation	$	5,878,450	3.63%
36 - Extra Curriculars	$	2,802,868	1.73%
41 - Administration	$	4,214,212	2.60%
51 - Maintenance & Operations	$	11,131,004	6.87%
52 - Safety & Security	$	1,219,017	0.75%
53 - Technology	$	4,176,520	2.58%
61 - Community Services	$	196,052	0.12%
71 - Debt Service	$	190,000	0.12%
91 - Recapture	$	18,079,940	11.17%
93 - School for the Deaf	$	60,000	0.04%
95 - JJAEP	$	20,000	0.01%
99 - Other Governmental Charges	$	637,802	0.39%
Total	$	161,906,693	100.00%

2026-2027 Draft General Fund Budget

2026-2027 Draft General Fund	
Revenue	$157,980,850
Expense	$161,906,693
Total	**$(3,925,843)**

- Includes 2% cost of living adjustment
- Includes all known inflationary increases

2026-2027 Fund Balance Impact



- Approximate Daily Expense - **$443,580**
- 60 Days Cash on Hand - **$26.6 Million**
- 90 Days Cash on Hand - **$39.9 Million**
- 100 Days Cash on Hand - **$44.4 Million**

Discussion - Next Steps

- Administrative recommendation for a 2% Cost of Living Adjustment

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CISD Technology Committee Review: 2025-2026

Next Steps: CISD Technology Framework 2026-2027

CISD Technology Committee - 2025-2026

INTRODUCTIONS



Dr. Angie Brooks
Assistant Superintendent of Curriculm and Instruction



Dwight Goodwin
Executive Director of Technology



Amanda Mask
Director of Professional Learning and Coaching

COMMITTEE PURPOSE

- Discuss technology use and ensure alignment with learning standards and meaningful instruction
- Promote healthy, balanced, and responsible technology use for students and families
- Explore innovative and emerging digital tools to enhance teaching and learning

Committee: 50 members

- CISD Teachers
- CISD Support Staff (Principals, Assistant Principals, LAS, GT Specialist, Learning Coaches)
- CISD Parents and Community Members
- CISD Board Members

Committee Meetings (5:00-6:30 pm):

October 9th
October 22nd
November 13th
December 9th
January 15th
February 17th

CISD Technology Committee - 2025-2026

Committee's Work - initial questions

- What worries or fears do you have when it comes to technologies in our world?
- What encourages or excites you when it comes to technologies in our world?
- Where do you see the greatest opportunities to enhance teaching, learning, and/or engagement with technology?
- How can the committee and district best support teachers, students, and families in navigating a technology-rich world effectively?

Defining the Vision:

The committee's work was guided by a clear vision they developed: ***In CISD, technology will be leveraged in balanced, intentional, and developmentally appropriate ways to support meaningful learning and innovation.***

- ❑ **Reviewed and Reflected on state Technology TEKS and ISTE Standards**
- ❑ **Why iPads; and CISD's Journey with Technologies and the Various Types of Technology**
- ❑ **Brought in their own Research: Screen time, Digital Literacy, Social and Emotional Well-Being, Online Safety and Security**
- ❑ **Developed Project Teams based on discussions and feedback from the committee**

CISD Technology Committee - 2025-2026

Developed the following teams based on the work and feedback from the committee:

Project Team 1 - Intentional Balanced Approach Focused on Authentic Learner Usage
Develop vision and possible action steps to ensure technology use is purposeful, balanced, and supports authentic learning experiences.

Project Team 2 - Innovation: Emerging Technologies and Staff Training
Develop vision and possible action steps to guide innovation and staff learning around emerging technologies and effective classroom integration.

Project Team 3 - Parent Engagement, Communication and Training
Develop vision and possible action steps to strengthen family partnerships through clear communication, education, and support for responsible technology use.

- ❏ Recommended Action Steps for each of the areas above

CISD Next Steps 2026-2027 - Action Steps

Some of the actions we are focusing on include:

Specific **CISD Technology Framework** with guidelines for intentional technology use, training and screen time expectations in the classroom

Building on more **authentic, hands-on learning** including **critical thinking** and **writing skills**

Increasing **high levels of engagement** in learning through: **social interactions**, social skills, socratic seminars, Kagan structures, project based learning, etc.

Responsible and thoughtful use of technology to **address technology state learning standards (TEKS)**

Expanded **learning opportunities for families** on topics like screen time, social media, online safety, and digital literacy

Innovative and emerging technologies such as Artificial Intelligence, robotics, and enhancements connected to Career, College, and Military Readiness (CCMR) and Career Technical Education (CTE)

CISD Next Steps 2026-2027

Took all the work and feedback from committee:

Cowboys United Design Day - Reviewing Recommended Action Steps Data from Stakeholders	• March 3, 2026
Principals, Asst. Principals, Curriculum Team - Reviewing Committee Work/Action Steps	• March - May 2026
Full Day Planning and Feedback - Cohort group of CISD Educators	• April 29, 2026
Principal's Institute - Feedback	• May 28, 2026
Training opportunities - CISD Professional Learning - Grow Conference	• May 2026
Work this Summer from Curriculum and Instruction Team, Cohort group of CISD Educators and Campus Administrators to finalize CISD Technology Framework	• June/July 2026
Additional Training/Sharing Expectations and the Work, Implementation	• Fall Semester through Spring Semester 2026-2027

Clarity within the Work - DRAFT

Time on a Daily Basis

Elementary School iPad Screen Time Usage (broken into segments of time)

Pre- K - 30 minutes per day

K and 1st - 30 - 35 minutes per day

2nd and 3rd - 45 - 60 minutes per day

4th and 5th- 60 -75 minutes per day

Some exceptions might include:
*Online district/state assessments - data collection, intervention needs, specific projects/presentations being created

*Needs for accessibility and meeting services (such as EB, IEP, 504, MTSS - specific need)

Clarity within the Work - DRAFT

During a <u>Class Period</u>

Middle School iPad Screen Time daily use:

6th-8th - 25-30 minutes per class period

Some exceptions might include:
*Online district/state assessments - data collection, intervention needs, specific projects/presentations being created

*Needs for accessibility and meeting services (such as EB, IEP, 504, MTSS - specific need)

*Technology based course (CTE courses)

Clarity within the Work - DRAFT

During a <u>Class Period</u> (A day/B day - 90 min block schedule)

High School iPad Screen Time daily use:

9th-12th: 45-50 minutes per class period

Some exceptions might include:
*Online district/state assessments - data collection, specific projects/presentations being created

*Needs for accessibility and meeting services (such as EB, IEP, 504, MTSS - specific need)

*Technology based course (CTE courses)

*Edgenuity courses, Dual Credit courses

Clarity within the Work - DRAFT

Some of the actions we are focusing on: DRAFT

- iPads not used for indoor recess
- iPads used for academic purposes only
- Brain Breaks should be structured to avoid screens
- Apple Classroom used to monitor

Clarity within the Work - DRAFT

TECHNOLOGY USAGE in the Classroom

DRAFT

CISD Technology Committee Recommendation for the 2026-2027 School Year

ELEMENTARY

Pre-Kindergarten:
- 30 minutes per day

Kinder & 1st Grade:
- 30-35 minutes per day

2nd & 3rd Grades:
- 45-60 minutes per day

4th & 5th Grades:
- 60-75 minutes per day

Elementary School iPad Screen Time Usage is Broken into Segments

MIDDLE SCHOOL

6th - 8th Grades:
- 25-30 minutes per class period

The duration of each class period is 50 minutes.

HIGH SCHOOL

9th - 12th Grades:
- 45-50 minutes per class period

A day/B day Block Schedule

The duration of each class period is 90 minutes.

Some exceptions might include:

- Online district/state assessments - data collection, specific projects/presentations being created
- Needs for accessibility and meeting services (such as EB, IEP, 504, MTSS - specific need)
- Technology based course (CTE courses)
- Edgenuity courses, Dual Credit courses

Instructional Support for Staff and Implementation

Continue building CISD Technology Framework this June/July 2026

Developing Intentional Training for Staff - August 2026 and October 2026

- Training over new Framework
- Training supporting high levels of engagement - focus on socialization (collaboration, Kagan strategies, hands on learning, intentional balance of technologies)

Updating Curriculum Documents to reflect the work - Fall and Spring 2026-2027

- Continue focusing on additional training throughout the year for innovative ways to use technology (creators not consumers)
- Magic School - AI platform (aligned for all campuses)

Continuing to partner with campuses for feedback, monitoring progress, learning walks to see impact

***Other action steps:** Expanded learning opportunities for families on topics like screen time, social media, online safety, and digital literacy

Culminating Work

- Finalize CISD Curriculum Documents to Reflect Changes with Screen Time - July 2026
- August 2026 - Training and Implementation for Staff - CISD Technology Framework
- August Board Meeting 2026 - Update with Final Times any next steps

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Closed Session


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