
THERE'S NO
PLACE LIKE
CISD
Coppell ISD

Our Mission:

Working together, we are committed to creating profound learning experiences for each child, while nurturing meaningful relationships, to positively impact our world.

Our Values:



Our Vision: you matter

District Highlights and Updates

Summer Internship Program for Rising Juniors and Seniors











2026 Summer School



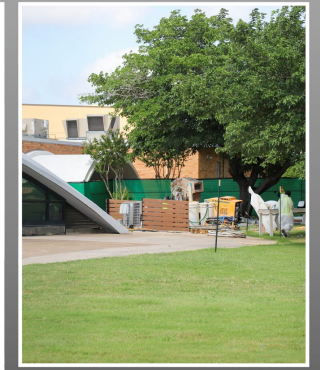


Summer Bond Projects

COPPELL INDEPENDENT SCHOOL DISTRICT

BOND 2023

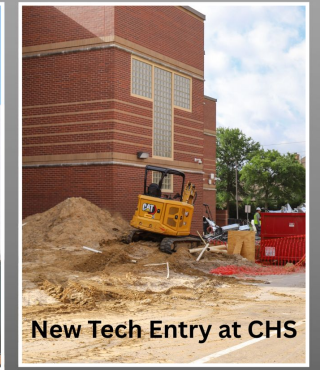
YOUR BOND DOLLAR$ at work















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Invocation and Pledge

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Open Forum

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2026-2027 Compensation Plan Resolution

2026-2027 Compensation Plan - Administrative Recommendation

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

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

2026-2027 Recommended 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
  - $1,500 for Doctoral Degree
  - $3,000 for Specialized Special Education Assignments
  - $4,000 Bilingual Stipend

2026-2027 Recommended 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
- Carrollton-Farmers Branch ISD - $63,200
- Carroll ISD - $62,200
- Grapevine-Colleyville ISD - $60,000

United Educators Association (UEA) DFW Salary Comparison (25-26)

**Includes salary data from 52 districts*

$65,000			$71,700			$73,720			$77,235			$78,735			$80,235			$82,070		
	YEAR	0		YEAR	5		YEAR	10		YEAR	15		YEAR	20		YEAR	25		YEAR	30
1	Arlington	66100	1	Arlington	71600	1	Arlington	74100	1	Arlington	76600	1	Richardson	80000	1	Richardson	85000	1	Richardson	90000
2	HEB	65000	2	Castleberry	71392	2	Irving	73630	2	Coppell	76015	2	Arlington	79100	2	Arlington	81500	2	Irving	83891
2	Dallas	65000	3	Mansfield	70809	3	Castleberry	73392	3	Kennedale	75401	3	Coppell	77515	3	Irving	79593	3	Arlington	83500
4	Mansfield	64700	4	Irving	70365	4	Coppell	73100	4	Castleberry	75392	4	Kennedale	77466	4	Castleberry	79392	4	Castleberry	82892
5	Ft Worth	64500	5	Ft Worth	69800	5	Mansfield	72342	5	Richardson	75000	5	Castleberry	77392	5	Kennedale	79318	5	Alvarado	82840
6	Birdville	64325	6	Coppell	69700	6	Garland	72038	6	Irving	74713	6	Ft Worth	76848	6	Coppell	79015	6	Ft Worth	81811
7	Coppell	64200	7	Grand Prairie	69600	7	Ft Worth	72005	7	Ft Worth	74157	7	Irving	76463	7	Ft Worth	78979	7	Kennedale	81795
8	Grand Prairie	64000	8	Kennedale	69500	8	HEB	71808	8	Mansfield	74085	8	Garland	76399	8	Alvarado	78945	8	Prosper	81400
9	Crowley	63810	9	Garland	69495	9	Kennedale	71800	9	Grand Prairie	73600	9	Mansfield	76355	9	Garland	78098	9	HEB	81329
10	EMS	63800	10	Lake Worth	69150	10	Grand Prairie	71600	10	Garland	73588	10	Grand Prairie	76087	10	HEB	78012	10	Coppell	81200
11	Northwest	63750	11	Birdville	68775	11	Lake Worth	70700	11	HEB	73227	11	Frisco	75300	11	Mansfield	77956	11	Mansfield	80802
12	Irving	63618	12	HEB	68688	12	Everman	70679	12	Lake Worth	73000	12	HEB	74928	12	Prosper	77900	12	McKinney	79900
13	McKinney	63500	13	Everman	68384	13	Richardson	70500	13	Everman	72647	13	Lake Worth	74900	13	Grand Prairie	77592	13	Northwest	79650
13	Everman	63500	14	Cleburne	68375	14	Allen	70394	14	Frisco	72500	13	McKinney	74900	14	McKinney	77400	14	Cleburne	79624
15	Richardson	63000	15	McKinney	68300	15	Birdville	70281	15	McKinney	72401	15	Everman	74614	15	Everman	77018	15	Grand Prairie	79568
15	Plano	63000	16	Richardson	68000	16	Cleburne	70211	16	Lewisville	72225	16	Aledo	74500	16	Aledo	76700	16	Granbury	79553
15	Aledo	63000	17	Crowley	67810	17	Aledo	69900	17	Aledo	72200	17	Prosper	74400	17	Plano	76450	17	Crowley	79315
18	Lewisville	62525	18	Plano	67600	17	McKinney	69900	18	Granbury	72132	18	Alvarado	74375	18	Cleburne	76411	18	Everman	79312
19	Prosper	62250	19	Northwest	67550	19	Frisco	69700	19	Birdville	71856	19	Lewisville	74265	19	Lake Worth	76400	19	Birdville	79187
19	Duncanville	62250	20	Aledo	67400	20	Plano	69600	20	Allen	71809	20	Plano	74200	20	Birdville	75986	20	Aledo	78885

Source: https://ueatexas.com/pdf/salary25-26all.pdf

Sample Pay Grade Review - Administrative Professional 103

103		Min	Mid	Max	
	Daily	$338.04	$404.85	$471.65	$8.10
Accounting Manager	226	187 Days	$63,214	$75,706	$88,199	$1,514
Asst Director - Child Nutrition	226	197 Days	$66,594	$79,755	$92,915	$1,595
Asst Principal - ES	204	204 Days	$68,961	$82,589	$96,217	$1,652
Athletic Trainer	197	211 Days	$71,327	$85,423	$99,518	$1,708
Behavioral Specialist	197	226 Days	$76,397	$91,495	$106,593	$1,830
Coordinator-HS 504	197					
Coordinator - HS Campus Testing	197					
Counselor - ES	197					
Counselor - HS	211, 226					
Counselor - MS	197, 211					
Counselor - Support	204					
Diagnostician	197					
Emergent Bilingual Parent Engagement Liaison	187					
Head Band Director	226					
Librarian	197					
Learning Coach	197					
Nurse (RN)	187					
School Psychologist	197					
Occupational Therapist (OT)	197					
Parent Liaison	187					
Physical Therapist (PT)	197					
Specialist - District 504	197					
Specialist - Assistive Technology	197					
Specialist - Intervention Services	204					
Specialist - Transition	197					
Speech Language Pathologist (SLP)	197					

This column represents a 2% increase from the Midpoint.

Sample Pay Grade Review - Administrative Professional 107

		Min	Mid	Max	
107		**Daily**	**$487.98**	**$574.09**	**$660.21**	**$11.48**
Principal - MS	216	**216 Days**	$105,404	$124,004	$142,605	$2,480
Principal - New Tech HS	216	**226 Days**	$110,284	$129,745	$149,207	$2,595
Principal - Ninth Grade Campus	226					

This column represents a 2% increase from the Midpoint.

2026-2027 Coppell ISD
COMPENSATION PLAN

$65,000
First Year Teacher Salary

2% INCREASE
- at mid-point ($1,520) for all teachers
- at mid-point for all other employees

TEACHERS ELIGIBLE FOR THE TEACHER INCENTIVE ALLOTMENT (TIA)
- 2025-2026 Minimum Payout: $2,745
- 2025-2026 Maximum Payout: $11,385

ADDITIONAL STIPENDS
- Masters Degree: $1,500
- Doctorate Degree: $1,500
- Specialized Special Education Assignment: $3,000
- Bilingual: $4,000

OTHER EMPLOYEE BENEFITS
- CISD Healthcare Contribution: $350/month.
- Employees living outside the CISD boundaries are eligible to enroll their children in CISD schools in grades Kindergarten through 12th.
  - Teachers can enroll their children in Pre-K.
- Employees that choose to participate in TRS-Active Care have access to multiple mental and physical health benefits through the BCBS health care plan.

Last year (2025-26), the state funded a one-year TRA (Teacher Retention Allotment) salary increase of $2,500 for teachers with three years of experience and $5,000 for teachers with five years of experience.

Coppell ISD will continue to recognize those milestones and provide similar raises this year for teachers who have completed their third year and fifth year of teaching.

$2,500 INCREASE ▷▷ **$1,520 (2%↑) + $980**
- for teachers who have completed their 3rd year of teaching

$5,000 INCREASE ▷▷ **$1,520 (2%↑) + $3,480**
- for teachers who have completed their 5th year of teaching

2026-2027 Compensation Plan - Administrative Recommendation

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

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

TASB Delegate Assembly

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Closed Session


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