

Executive Summary

Prepared for Board of Trustees Meeting

June 13, 2023

Discussion of 2023-2024 Salary Recommendations

Board Goal:

Human Resources...In pursuit of excellence, the district will:

- Honor the dedication and professionalism of all staff
- Recruit, employ and retain high quality teachers
- Maintain a diverse workforce

Purpose of Report

This summary will provide the Board of Trustees with information regarding salary increases for Denton ISD staff for the 2023-2024 school year. Backup information prepared by Erin Kolecki, Compensation and HR Consultant, is attached for your review. The proposed recommendation will include two parts: an employee pay increase for all employees, and equity adjustments for employees whose current salary is below the market median.

The general pay increase model for consideration provides for a 2% or 3% of employee salary increase. Each teacher and librarian will receive a 3% of actual salary increase. This pay increase positively affects 2,500 of our experienced teachers and librarians.

Objectives

- Provide a 3% of employee salary pay increase for all teachers and librarians.
- Cost estimates (attached document) address all other employee groups.

Operational Impact

The employee groups general pay increase (raises) would be as follows:

- | | |
|---|---------------------------------|
| • Teachers and Librarians | 3% - Calculated on Employee Pay |
| • Administrative/Professional | 2% - Calculated on Employee Pay |
| • Information Technology Pay Grades 4-9 | 2% - Calculated on Employee Pay |
| • Information Technology Pay Grades 1-3 | 3% - Calculated on Employee Pay |
| • Clerical/Paraprofessional | 3% - Calculated on Employee Pay |
| • Auxiliary | 3% - Calculated on Employee Pay |
| • Transportation | 3% - Calculated on Employee Pay |

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Summary of Cost Estimates:	2% / 3% Employee Pay
Teachers, and Librarians	\$4,716,718
Administrative/Professional	\$1,416,502
Information Technology	\$ 171,100
Clerical/Paraprofessional	\$ 737,216
Auxiliary	\$ 603,329
Transportation	\$ 432,946
Auxiliary Part-Time Only	\$ 38,017
Subtotal - General Pay Increase	\$6,929,926
Subtotal – Implementation/Equity Adjustments	\$1,185,902
Increases to Teaching Stipends	\$ 484,935
Total Cost Estimate:	\$8,600,763

This will allow all compensation changes to be timely implemented for July (12 month), August (11 month), and September (10 month) employee payrolls.

Other Options
N/A