

**Denton Independent School District
Office of the Superintendent**

M E M O R A N D U M

July 28, 2009

To: Board of Trustees

From: Ray Braswell

Subject: Review and Consideration of Staff Salaries

Throughout the budget process, we have discussed potential salary scenarios. Obtaining a good, reliable revenue estimate from the state has been a slow and tedious process. As was the case last year, the revenue estimates and templates are likely to change many more times before final determinations are made. Since we passed our budget, we received another update in which our state revenue was reduced by \$465,195 so we have taken this reduction into account as we considered a salary recommendation. Throughout the budget process, we have discussed salary increases of approximately 2%. The following recommendations maintain that same thought with minor changes.

Also, the state did pass a requirement that all districts pass on \$800 plus a step increase to employees paid on the teacher salary schedule. This requirement is satisfied within these recommendations.

Recommendations for Teacher Salary Schedules

Bachelors Degree – Set the beginning salary at \$46,600 and guarantee each teacher a minimum 2% increase to the 2008-2009 salary and ensure that no teacher receives less than a \$1,000 + step increase from the prior year. The average increase for teachers on this schedule would be 2.97%. Total cost for the increases to the Bachelors Degree schedule is \$1,983,790.

Masters Degree – Set the beginning salary at \$48,350 and guarantee each teacher a minimum 2% increase to the 2008-2009 salary and ensure that no teacher receives less than a \$1,000 + step increase from the prior year. The average increase for teachers on this schedule would be 2.83%. Total cost for the increases to the Masters Degree schedule is \$923,840.

Doctorate Degree – Set the beginning salary at \$50,100 and guarantee each teacher a minimum 2% increase to the 2008-2009 salary and ensure that no teacher receives less than a \$1,000 + step increase from the prior year. The average increase for teachers on this schedule would be 2.74%. Total cost for the increases to the Doctorate Degree schedule is \$27,490.

Recommendations Paraprofessional, Operations and Exempt Staff

The recommendation for these employee groups is to provide a midpoint increase of 3% for all paraprofessional and operations staff members while ensuring that no increase is less than 3% or \$600 from the previous year, and a midpoint increase of 2% for all exempt staff while ensuring that no increase is less than 2% from the previous year. The district would increase the current wage class midpoints at all levels by 3% which would increase the new hire rates accordingly.

As was the case last year, the salaries for the exempt staff in pay grades 4-8 would be reviewed to guarantee that the daily rates earned by these staff members not be less than the daily rate that would be earned on the respective teacher scale. The staff members most impacted by this review would be those in pay grade 4 such as assistant principals and subject area coordinators.

Total costs for these increases are: paraprofessionals \$313,678; operations \$259,704.66; and exempt \$389,507.33.

For all positions and pay grades, salary increases will be prorated accordingly for employees that are not considered full-time.