

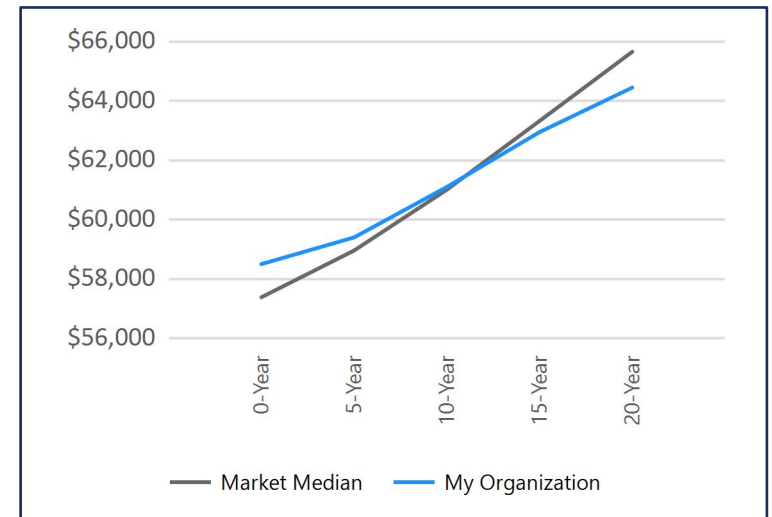


Salary Report of: Teacher

DeSoto ISD

Summary

| | My Organization | Market Median | Comparison to Market (%) | Dollar Difference (\$) |
|----------------------------|-----------------|---------------|--------------------------|------------------------|
| Number of Districts | | 18 | | |
| Number of Teachers | 366 | 418 | | |
| 0-Year Salary | \$58,500 | \$57,382 | 101.9% | \$1,118 |
| 5-Year Salary | \$59,400 | \$58,958 | 100.8% | \$443 |
| 10-Year Salary | \$61,100 | \$61,008 | 100.2% | \$93 |
| 15-Year Salary | \$62,950 | \$63,325 | 99.4% | (\$375) |
| 20-Year Salary | \$64,450 | \$65,658 | 98.2% | (\$1,208) |
| Highest Salary on Schedule | \$75,503 | \$71,434 | 105.7% | \$4,070 |
| Average Salary | \$60,425 | \$61,321 | 98.5% | (\$896) |



Data Selection Criteria

Enrollment: 4000 to 15000
ESC Region: 10 Effective

School Year: 2024-25

Specific Organization Names Selected? No

Source: 2024 TASB District Personnel Salary Survey

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Salary Report of: Teacher

DeSoto ISD

Salary Summary and Details

| Organization | ESC | Enroll | Teacher Count | 0-Year Salary | 5-Year Salary | 10-Year Salary | 15-Year Salary | 20-Year Salary | Highest Salary On Schedule | Max Years Credit | Highest Actual Salary | Average Salary |
|--------------------------|-----|--------|---------------|---------------|---------------|----------------|----------------|----------------|----------------------------|------------------|-----------------------|----------------|
| My Organization | 10 | 5,720 | 366 | \$58,500 | \$59,400 | \$61,100 | \$62,950 | \$64,450 | \$75,503 | 37 | \$86,676 | \$60,425 |
| Market Group | | 6,590 | 418 | \$57,382 | \$58,958 | \$61,008 | \$63,325 | \$65,658 | \$71,434 | 30 | \$75,403 | \$61,321 |
| Comparison to Market (%) | | | | 101.9% | 100.8% | 100.2% | 99.4% | 98.2% | 105.7% | | 114.9% | 98.5% |
| Dollar Difference (\$) | | | | \$1,118 | \$443 | \$93 | (\$375) | (\$1,208) | \$4,070 | | \$11,273 | (\$896) |
| Market Group Minimum | | 4,332 | 278 | \$51,324 | \$53,079 | \$55,149 | \$57,322 | \$60,365 | \$62,900 | 25 | \$64,716 | \$57,012 |
| Market Group Maximum | | 13,158 | 918 | \$62,700 | \$65,200 | \$69,000 | \$71,315 | \$72,815 | \$81,000 | 45 | \$88,345 | \$69,036 |

| Organization | ESC | Enroll | Teacher Count | 0-Year Salary | 5-Year Salary | 10-Year Salary | 15-Year Salary | 20-Year Salary | Highest Salary On Schedule | Max Years Credit | Highest Actual Salary | Average Salary |
|-----------------|-----|--------|---------------|---------------|---------------|----------------|----------------|----------------|----------------------------|------------------|-----------------------|----------------|
| Cedar Hill ISD | 10 | 6,285 | 404 | \$60,000 | \$61,500 | \$63,000 | \$64,500 | \$66,000 | \$70,100 | 35 | \$81,300 | \$63,000 |
| Celina ISD | 10 | 4,784 | 431 | \$56,500 | \$58,415 | \$60,515 | \$63,115 | \$65,815 | \$72,012 | 30 | \$75,744 | \$61,627 |
| Community ISD | 10 | 5,234 | 332 | \$57,264 | \$58,335 | \$61,015 | \$63,693 | \$66,372 | \$70,366 | 25 | \$70,366 | \$61,015 |
| Coppell ISD | 10 | 13,158 | 918 | \$62,700 | \$65,200 | \$69,000 | \$71,315 | \$72,815 | \$76,855 | 30 | \$88,345 | \$69,036 |
| Crandall ISD | 10 | 6,003 | 394 | \$55,448 | \$58,350 | \$60,099 | \$62,180 | \$64,716 | \$78,302 | 35 | \$64,716 | \$60,099 |
| Denison ISD | 10 | 5,008 | 377 | \$54,500 | \$55,520 | \$56,570 | \$58,050 | \$61,610 | \$66,760 | 30 | \$66,760 | \$58,712 |
| Duncanville ISD | 10 | 11,619 | 760 | \$58,500 | \$59,500 | \$60,700 | \$62,200 | \$64,200 | \$69,700 | 30 | \$83,327 | \$60,133 |
| Greenville ISD | 10 | 5,422 | 360 | \$51,324 | \$53,079 | \$55,149 | \$57,322 | \$60,365 | \$63,685 | 25 | \$75,062 | \$57,012 |



Salary Report of: Teacher

DeSoto ISD

| Organization | ESC | Enroll | Teacher Count | 0-Year Salary | 5-Year Salary | 10-Year Salary | 15-Year Salary | 20-Year Salary | Highest Salary On Schedule | Max Years Credit | Highest Actual Salary | Average Salary |
|---------------------------------|-----|--------|---------------|---------------|---------------|----------------|----------------|----------------|----------------------------|------------------|-----------------------|----------------|
| Highland Park ISD-Dallas County | 10 | 6,517 | 474 | \$60,000 | \$64,258 | \$65,686 | \$67,216 | \$69,154 | \$75,376 | 30 | \$86,141 | \$66,956 |
| Kaufman ISD | 10 | 4,332 | 278 | \$54,860 | \$56,420 | \$57,700 | \$60,660 | \$63,940 | \$71,310 | 30 | \$71,310 | \$59,500 |
| Lancaster ISD | 10 | 6,784 | 342 | \$60,500 | \$62,050 | \$63,450 | \$65,190 | \$68,628 | \$76,326 | 30 | \$78,767 | \$65,017 |
| Melissa ISD | 10 | 7,634 | 474 | \$58,000 | \$61,000 | \$63,500 | \$66,000 | \$68,500 | \$81,000 | 45 | \$76,500 | \$63,519 |
| Midlothian ISD | 10 | 11,284 | 693 | \$57,500 | \$59,500 | \$61,500 | \$63,500 | \$65,500 | \$69,650 | 30 | \$78,850 | \$63,546 |
| Princeton ISD | 10 | 9,978 | 666 | \$57,000 | \$59,600 | \$62,600 | \$65,500 | \$68,000 | \$73,000 | 30 | \$73,000 | \$62,212 |
| Red Oak ISD | 10 | 6,662 | 381 | \$56,000 | \$57,600 | \$61,000 | \$64,000 | \$67,000 | \$73,000 | 30 | \$74,055 | \$62,772 |
| Royse City ISD | 10 | 10,000 | 671 | \$57,500 | \$58,300 | \$59,900 | \$61,200 | \$62,100 | \$62,900 | 25 | \$80,450 | \$60,079 |
| Terrell ISD-Kaufman County | 10 | 5,208 | 340 | \$58,000 | \$59,550 | \$61,875 | \$63,150 | \$64,525 | \$66,275 | 25 | \$74,689 | \$60,661 |
| Waxahachie ISD | 10 | 10,837 | 763 | \$54,600 | \$56,355 | \$59,293 | \$62,193 | \$65,315 | \$71,557 | 30 | \$71,557 | \$59,293 |



Salary Report of: Teacher

DeSoto ISD

Degree and Teaching Field Stipend Summary and Details

| Organization | ESC | Enroll | Master's Degree | | Special Education | | Teaching Field | | | | | |
|--------------------------|-----|--------|-----------------|---------------|-------------------|------------|----------------|------------------|-------------|-------------------|----------------|-------------------|
| | | | General | Subject-Field | General | High Needs | Bilingual | Foreign Language | ESL-General | ESL-Dual Language | Secondary Math | Secondary Science |
| My Organization | 10 | 5,720 | \$1,000 | | | \$4,000 | \$4,000 | \$4,000 | \$1,500 | | \$4,000 | \$3,000 |
| Market Group | | 6,590 | \$1,500 | \$1,750 | \$2,500 | \$3,000 | \$5,000 | \$3,000 | \$1,000 | \$1,100 | \$3,000 | \$3,000 |
| Comparison to Market (%) | | | 66.7% | | | 133.3% | 80.0% | 133.3% | 150.0% | | 133.3% | 100.0% |
| Dollar Difference (\$) | | | (\$500) | | | \$1,000 | (\$1,000) | \$1,000 | \$500 | | \$1,000 | \$0 |
| Market Group Minimum | | 4,332 | \$500 | \$1,500 | \$1,000 | \$1,000 | \$4,000 | \$1,000 | \$500 | \$1,000 | \$1,000 | \$1,500 |
| Market Group Maximum | | 13,158 | \$3,000 | \$2,000 | \$4,000 | \$7,000 | \$10,000 | \$5,000 | \$1,700 | \$1,500 | \$5,000 | \$5,000 |

| Organization | ESC | Enroll | Master's Degree | | Special Education | | Teaching Field | | | | | |
|-----------------|-----|--------|-----------------|---------------|-------------------|------------|----------------|------------------|-------------|-------------------|----------------|-------------------|
| | | | General | Subject-Field | General | High Needs | Bilingual | Foreign Language | ESL-General | ESL-Dual Language | Secondary Math | Secondary Science |
| Cedar Hill ISD | 10 | 6,285 | | | \$3,000 | \$3,000 | \$4,000 | \$4,000 | | | \$4,000 | \$4,000 |
| Celina ISD | 10 | 4,784 | \$2,000 | | \$1,700 | \$1,700 | \$5,000 | \$2,000 | \$1,700 | | \$2,000 | \$2,000 |
| Community ISD | 10 | 5,234 | \$1,500 | | | \$2,000 | \$5,000 | \$1,650 | | \$1,100 | | |
| Coppell ISD | 10 | 13,158 | \$1,500 | | | \$3,000 | \$4,000 | | | | | |
| Crandall ISD | 10 | 6,003 | \$1,250 | | | \$5,000 | \$5,000 | \$3,000 | | | \$4,000 | \$4,000 |
| Denison ISD | 10 | 5,008 | \$500 | | | \$3,000 | \$8,000 | \$3,000 | | | \$3,000 | \$3,000 |
| Duncanville ISD | 10 | 11,619 | | | | | \$5,000 | \$3,500 | | | \$3,500 | \$3,500 |



Salary Report of: Teacher

DeSoto ISD

| Organization | ESC | Enroll | Master's Degree | | Special Education | | Teaching Field | | | | | |
|---------------------------------|-----|--------|-----------------|---------------|-------------------|------------|----------------|------------------|-------------|-------------------|----------------|-------------------|
| | | | General | Subject-Field | General | High Needs | Bilingual | Foreign Language | ESL-General | ESL-Dual Language | Secondary Math | Secondary Science |
| Greenville ISD | 10 | 5,422 | \$1,000 | | \$4,000 | \$7,000 | \$7,000 | \$2,000 | | | \$2,500 | \$2,500 |
| Highland Park ISD-Dallas County | 10 | 6,517 | \$3,000 | | | \$1,000 | | | | | | |
| Kaufman ISD | 10 | 4,332 | \$2,000 | | \$1,000 | \$1,500 | \$6,000 | \$1,000 | \$1,000 | \$1,000 | \$1,000 | \$1,500 |
| Lancaster ISD | 10 | 6,784 | \$1,000 | | | \$5,000 | \$5,000 | \$5,000 | | | \$5,000 | \$5,000 |
| Melissa ISD | 10 | 7,634 | \$1,000 | | | | \$10,000 | | \$1,000 | | \$2,000 | \$2,000 |
| Midlothian ISD | 10 | 11,284 | \$1,000 | | | \$3,000 | \$5,000 | | \$500 | | \$3,000 | \$3,000 |
| Princeton ISD | 10 | 9,978 | \$2,000 | | \$2,500 | \$5,000 | \$10,000 | \$5,000 | \$750 | | \$5,000 | \$5,000 |
| Red Oak ISD | 10 | 6,662 | | \$2,000 | \$3,000 | \$3,000 | \$4,000 | \$4,000 | | | \$3,000 | \$3,000 |
| Royse City ISD | 10 | 10,000 | | \$1,500 | | \$4,000 | \$6,000 | \$3,000 | | | \$4,000 | \$4,000 |
| Terrell ISD-Kaufman County | 10 | 5,208 | \$2,000 | | | \$3,000 | \$5,000 | | | | \$3,000 | \$3,000 |
| Waxahachie ISD | 10 | 10,837 | \$1,500 | | \$1,000 | \$3,000 | \$4,000 | \$3,000 | \$1,000 | \$1,500 | \$3,000 | \$3,000 |



Salary Report of: Teacher

DeSoto ISD

Leadership Roles and Other Incentives Summary and Details

| Organization | ESC | Enroll | Dept. Chair/Grade Leader | | | Mentor Teacher | Other Incentives | | |
|--------------------------|-----|--------|--------------------------|---------------|-------------------|----------------|------------------|----------------------|----------------------|
| | | | High School | Middle School | Elementary School | | Signing Bonus | Hard-to-Staff Campus | National Board Cert. |
| My Organization | 10 | 5,720 | \$1,500 | \$1,500 | \$1,500 | \$2,000 | | | |
| Market Group | | 6,590 | \$1,200 | \$1,000 | \$1,000 | \$625 | \$2,000 | \$2,500 | \$1,750 |
| Comparison to Market (%) | | | 125.0% | 150.0% | 150.0% | 320.0% | | | |
| Dollar Difference (\$) | | | \$300 | \$500 | \$500 | \$1,375 | | | |
| Market Group Minimum | | 4,332 | \$660 | \$660 | \$300 | \$250 | \$500 | \$1,000 | \$500 |
| Market Group Maximum | | 13,158 | \$5,000 | \$3,000 | \$3,000 | \$3,000 | \$2,000 | \$4,000 | \$3,000 |

| Organization | ESC | Enroll | Dept. Chair/Grade Leader | | | Mentor Teacher | Other Incentives | | |
|-----------------|-----|--------|--------------------------|---------------|-------------------|----------------|------------------|----------------------|----------------------|
| | | | High School | Middle School | Elementary School | | Signing Bonus | Hard-to-Staff Campus | National Board Cert. |
| Cedar Hill ISD | 10 | 6,285 | \$1,000 | \$750 | \$300 | \$750 | | | |
| Celina ISD | 10 | 4,784 | \$1,750 | \$1,200 | \$1,000 | \$1,000 | | | |
| Community ISD | 10 | 5,234 | \$660 | \$660 | \$660 | \$3,000 | | | |
| Coppell ISD | 10 | 13,158 | \$800 | \$800 | \$800 | \$250 | | | \$500 |
| Crandall ISD | 10 | 6,003 | \$1,000 | | | \$2,500 | | | |
| Denison ISD | 10 | 5,008 | \$1,200 | \$1,200 | | \$1,000 | | | |
| Duncanville ISD | 10 | 11,619 | \$2,300 | \$1,000 | \$1,000 | | \$2,000 | | |



Salary Report of: Teacher

DeSoto ISD

| Organization | ESC | Enroll | Dept. Chair/Grade Leader | | | Mentor Teacher | Other Incentives | | |
|---------------------------------|-----|--------|--------------------------|---------------|-------------------|----------------|------------------|----------------------|----------------------|
| | | | High School | Middle School | Elementary School | | Signing Bonus | Hard-to-Staff Campus | National Board Cert. |
| Greenville ISD | 10 | 5,422 | | | | | | \$2,500 | |
| Highland Park ISD-Dallas County | 10 | 6,517 | \$4,000 | \$1,500 | \$1,000 | \$500 | | | \$3,000 |
| Kaufman ISD | 10 | 4,332 | \$1,200 | \$1,000 | \$600 | | \$2,000 | \$1,000 | |
| Lancaster ISD | 10 | 6,784 | \$5,000 | \$3,000 | \$3,000 | \$250 | \$500 | | |
| Melissa ISD | 10 | 7,634 | \$5,000 | \$2,000 | \$1,000 | | | | |
| Midlothian ISD | 10 | 11,284 | \$1,000 | \$1,000 | \$1,000 | \$500 | | | |
| Princeton ISD | 10 | 9,978 | \$1,000 | \$1,000 | \$1,000 | \$250 | | | |
| Red Oak ISD | 10 | 6,662 | \$1,800 | \$1,200 | \$600 | \$800 | | | |
| Royse City ISD | 10 | 10,000 | \$1,500 | \$1,500 | \$1,500 | \$1,500 | | \$4,000 | |
| Terrell ISD-Kaufman County | 10 | 5,208 | \$1,000 | \$1,000 | \$750 | \$500 | | | |
| Waxahachie ISD | 10 | 10,837 | \$2,000 | \$1,000 | \$750 | \$500 | | | |



Salary Report of: Teacher

DeSoto ISD

Teacher Substitutes

| Organization | ESC | Enroll | Short-Term | | | Long-Term | |
|--------------------------|-----|--------|-------------|---------|-------------------|-----------|-------------------|
| | | | Non-Degreed | Degreed | Degreed-Certified | Degreed | Degreed-Certified |
| My Organization | 10 | 5,720 | \$100 | \$110 | \$120 | \$140 | \$150 |
| Market Group | | 6,590 | \$90 | \$105 | \$118 | \$130 | \$145 |
| Comparison to Market (%) | | | 111.1% | 104.8% | 102.1% | 107.7% | 103.4% |
| Dollar Difference (\$) | | | \$10 | \$5 | \$3 | \$10 | \$5 |
| Market Group Minimum | | 4,332 | \$80 | \$90 | \$100 | \$100 | \$125 |
| Market Group Maximum | | 13,158 | \$115 | \$125 | \$150 | \$170 | \$190 |

| Organization | ESC | Enroll | Short-Term | | | Long-Term | |
|----------------|-----|--------|-------------|---------|-------------------|-----------|-------------------|
| | | | Non-Degreed | Degreed | Degreed-Certified | Degreed | Degreed-Certified |
| Cedar Hill ISD | 10 | 6,285 | \$90 | \$100 | \$125 | \$110 | \$135 |
| Celina ISD | 10 | 4,784 | \$100 | \$115 | \$130 | \$135 | \$155 |
| Community ISD | 10 | 5,234 | \$90 | \$100 | \$110 | \$140 | \$150 |
| Coppell ISD | 10 | 13,158 | \$100 | \$115 | \$125 | \$170 | \$170 |
| Crandall ISD | 10 | 6,003 | \$95 | \$120 | \$150 | \$125 | \$160 |
| Denison ISD | 10 | 5,008 | \$110 | \$110 | \$110 | \$130 | \$190 |



Salary Report of: Teacher

DeSoto ISD

| Organization | ESC | Enroll | Short-Term | | | Long-Term | |
|---------------------------------|-----|--------|-------------|---------|-------------------|-----------|-------------------|
| | | | Non-Degreed | Degreed | Degreed-Certified | Degreed | Degreed-Certified |
| Duncanville ISD | 10 | 11,619 | \$115 | \$125 | \$135 | \$140 | \$145 |
| Greenville ISD | 10 | 5,422 | \$90 | \$110 | \$120 | \$120 | \$140 |
| Highland Park ISD-Dallas County | 10 | 6,517 | \$115 | \$115 | \$115 | \$115 | \$130 |
| Kaufman ISD | 10 | 4,332 | \$80 | \$90 | \$120 | \$100 | \$130 |
| Lancaster ISD | 10 | 6,784 | \$100 | \$110 | \$120 | \$140 | \$150 |
| Melissa ISD | 10 | 7,634 | \$100 | \$115 | \$125 | | |
| Midlothian ISD | 10 | 11,284 | \$80 | \$90 | \$100 | \$120 | \$140 |
| Princeton ISD | 10 | 9,978 | \$90 | \$100 | \$110 | \$115 | \$125 |
| Red Oak ISD | 10 | 6,662 | \$85 | \$95 | \$105 | \$145 | \$155 |
| Royse City ISD | 10 | 10,000 | \$80 | \$100 | \$110 | \$133 | \$133 |
| Terrell ISD-Kaufman County | 10 | 5,208 | \$85 | \$100 | \$110 | \$140 | \$140 |
| Waxahachie ISD | 10 | 10,837 | \$85 | \$95 | \$105 | \$125 | \$155 |