

Denton Independent School District
2025-2026 Compensation Plan Recommendation
June 10, 2025

SUMMARY:

This item requests approval for the DISD 2025-2026 compensation plan. This recommendation will include a general pay increase for all employees. The recommended general pay increase will be a minimum of 2% or 3% for all employees. Each classroom teacher will receive a pay increase in alignment with House Bill 2 requirements. This positively affects 2,500 of our experienced teachers.

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

PREVIOUS BOARD ACTION:

The Board of Trustees has taken no action on this topic.

BACKGROUND INFORMATION:

The following are compensation recommendations for 2025-2026:

- Provide a pay increase aligned with the requirements of House Bill 2 for classroom teachers.
- Provide a pay increase of 2% or 3% to address all other employee groups.

FISCAL IMPLICATIONS:

BENEFIT OF ACTION:

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

PROCEDURAL AND REPORTING IMPLICATIONS:

N/A

PUBLIC COMMENT RECEIVED:

N/A

ALTERNATIVES:

No alternatives are presented at this time

OTHER COMMENTS:

N/A

SUPERINTENDENT'S RECOMMENDATION:

The superintendent recommends a general pay increase for all employees.

STAFF PERSONS RESPONSIBLE:

Dr. Susannah O'Bara, Superintendent of Schools
Dr. Jeremy Thompson, Deputy Superintendent
Jason Rainey, Interim Assistant Superintendent, Human Resources
Jennifer Stewart, Executive Director, Budget

ATTACHMENTS:

Summary of Cost Estimates for 2025-2026.

APPROVAL:

Signature of Staff Member Proposing Recommendation: _____

Comments: _____

Signature of Divisional Assistant Superintendent: _____

Comments: _____

Signature of Superintendent: _____

Comments: _____