

Denton ISD

Market Districts 2017-18

	District	ESC Region	Student Enrollment	Number of FTE
1	Allen ISD	10	21,065	3,420
2	Arlington ISD	11	60,000	8,500
3	Birdville ISD	11	23,634	3,099
4	Carrollton-Farmers Branch ISD	10	25,321	3,245
5	Eagle Mountain-Saginaw ISD	11	19,284	2,418
6	Frisco ISD	10	57,908	6,808
7	Garland ISD	10	56,263	8,070
8	Hurst-Euless-Bedford ISD	11	23,380	2,617
9	Irving ISD	10	34,725	5,300
10	Keller ISD	11	34,964	4,049
11	Lewisville ISD	11	52,091	6,540
12	Mansfield ISD	11	34,858	4,666
13	McKinney ISD	10	24,860	2,737
14	Northwest ISD	11	23,135	2,375
15	Plano ISD	10	53,917	6,949
Denton ISD		11	29,338	4,641

Arlington ISD, Frisco ISD, Garland ISD, Lewisville ISD, and Plano ISD have been excluded from some exempt benchmark jobs due to district size.

Teachers, Librarians, and Nurses (RN) Salary Plan Development

Denton ISD

Model 1: \$53,000 starting, 2.0% GPI

2017-18 Years of Exp	2017-18 New Hire Salary	2.0% General Pay +	Additional Adjustment +	=	2018-19 Years of Exp	2018-19 Proposed New Hire Salary		
0					0	\$53,000		
0	\$52,000	+	\$1,275	+	=	1	\$53,275	
1	\$52,250	+	\$1,275	+	=	2	\$53,525	
2	\$52,450	+	\$1,275	+	=	3	\$53,725	
3	\$52,650	+	\$1,275	+	=	4	\$53,925	
4	\$52,925	+	\$1,275	+	=	5	\$54,200	
5	\$53,725	+	\$1,275	+	=	6	\$55,000	
6	\$54,125	+	\$1,275	+	=	7	\$55,400	
7	\$54,325	+	\$1,275	+	\$100	=	8	\$55,700
8	\$54,525	+	\$1,275	+	\$200	=	9	\$56,000
9	\$54,725	+	\$1,275	+	\$300	=	10	\$56,300
10	\$55,025	+	\$1,275	+	\$300	=	11	\$56,600
11	\$55,325	+	\$1,275	+	\$300	=	12	\$56,900
12	\$55,625	+	\$1,275	+	\$300	=	13	\$57,200
13	\$55,925	+	\$1,275	+	\$300	=	14	\$57,500
14	\$56,325	+	\$1,275	+	\$200	=	15	\$57,800
15	\$56,725	+	\$1,275	+	\$100	=	16	\$58,100
16	\$57,125	+	\$1,275	+	\$100	=	17	\$58,500
17	\$57,525	+	\$1,275	+	\$100	=	18	\$58,900
18	\$57,925	+	\$1,275	+	\$100	=	19	\$59,300
19	\$58,325	+	\$1,275	+	\$100	=	20	\$59,700
20	\$58,725	+	\$1,275	+	\$100	=	21	\$60,100
21	\$59,125	+	\$1,275	+		=	22	\$60,400
22	\$59,525	+	\$1,275	+		=	23	\$60,800
23	\$59,925	+	\$1,275	+		=	24	\$61,200
24	\$60,365	+	\$1,275	+		=	25+	\$61,640
25+	\$61,590							

Current Market Median (2017-18)		
Value	Compare Before	Compare After

Entry

52,000	100%	102%
--------	------	------

5 Yrs

54,098	99%	100%
--------	-----	------

10 Yrs

55,876	98%	101%
--------	-----	------

15 Yrs

57,807	98%	100%
--------	-----	------

20 Yrs

59,740	98%	100%
--------	-----	------

Max

67,727	91%	91%
--------	-----	-----

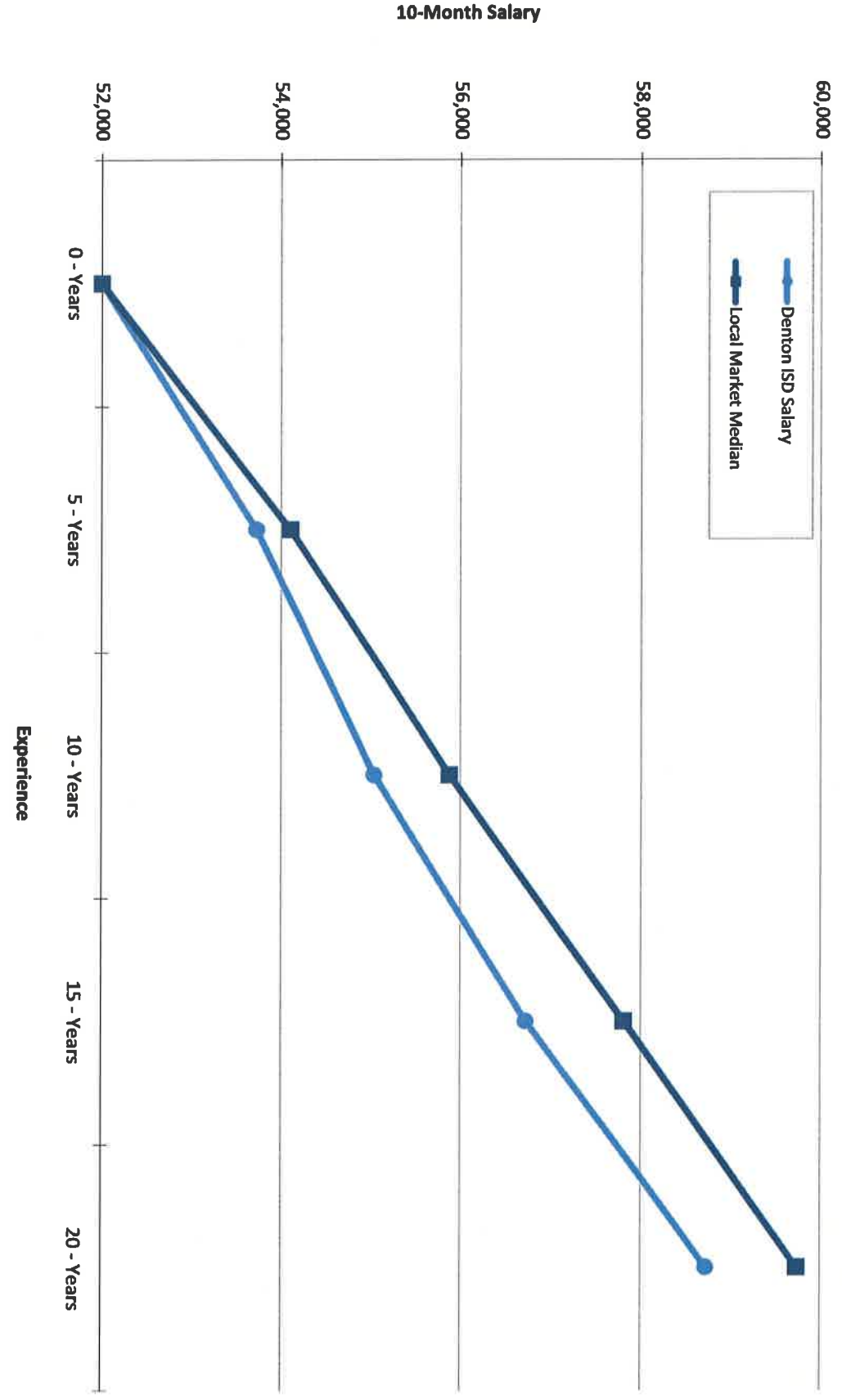
Exp Diff 1

275
250
200
200
275
800
400
300
300
300
300
300
300
300
300
300
300
400
400
400
400
400
400
300
400
400
400
400
400
440

<i>Teachers, Librarians, and Nurses (RN)</i> Range Minimum	\$53,000	<i>Teachers, Librarians, and Nurses (RN)</i> Range Maximum	\$74,000
---	----------	---	----------

General pay increase is applied to the midpoint of the salary range (\$63,500).

**Teacher Salary Plan, 2017-18
Market Comparison**



Denton ISD

2018-19 Existing Employees Salary Guide for Teachers, Librarians, and Nurses (RN)

Model 1: \$53,000 starting, 2.0% GPI

Years of Experience	New Hire Salary
0	\$53,000
1	\$53,275
2	\$53,525
3	\$53,725
4	\$53,925
5	\$54,200
6	\$55,000
7	\$55,400
8	\$55,700
9	\$56,000
10	\$56,300
11	\$56,600
12	\$56,900
13	\$57,200
14	\$57,500
15	\$57,800
16	\$58,100
17	\$58,500
18	\$58,900
19	\$59,300
20	\$59,700
21	\$60,100
22	\$60,400
23	\$60,800
24	\$61,200
25	\$61,640
26	\$62,865
27	\$64,110
28	\$65,280
29	\$66,480
30	\$67,160
31	\$68,100
32	\$69,060
33	\$70,030
34	\$71,180
35	\$71,420
36	\$71,710
37	\$72,510
38	\$72,770
39	\$72,950
40	\$73,690
41	\$74,140
42+	\$74,590

\$1,750 General Master's Degree Stipend

Continuing Teachers, Librarians, and Nurses (RN) will receive an increase of \$1,275

The salaries listed above are based on 10-month employment for the 2018-19 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

Denton ISD

Summary of Cost Estimates, 2018-19

Model 1: \$53,000 starting, 2.0% GPI

	Total Staff	Count of Increases	Cost Increase	Percent of Current Costs	2017-18 Current Costs
Teachers, Librarians, and Nurses (RN)					
\$53,000 starting salary	2,313		\$3,187,038		\$129,390,930
^{1c} 2.0% general pay increase (\$1,275)		2,310	\$2,953,030	2.3%	
Adjustments to years 8-21		1,157	\$233,138	0.2%	
Full increase to employees paid over range maximum		3	\$871	0.0%	
Professional/Administrators	442		\$777,814		\$32,150,502
^{1c} 2.0% of pay range midpoint increase		438	\$699,419	2.2%	
Adjustments to 0.5% above pay range minimum		1	\$4,883	0.0%	
Placement scale adjustments		30	\$40,000	0.1%	
Teacher pay equity adjustments		37	\$31,623	0.1%	
2.0% of pay range midpoint increase to employees paid over range maximum		4	\$1,889	0.0%	
Information Technology	49		\$71,065		\$2,442,894
^{1c} 2.0% of pay range midpoint increase		49	\$71,065	2.9%	
Clerical/Paraprofessional	652		\$375,635		\$15,195,911
^{1c} 2.0% of pay range midpoint increase		636	\$326,204	2.1%	
Adjustments to 0.5% above pay range minimum		49	\$33,517	0.2%	
Placement scale adjustments		25	\$10,550	0.1%	
2.0% of pay range midpoint increase to employees paid over range maximum		16	\$5,364	0.0%	
Auxiliary	692		\$265,834		\$10,771,409
^{1c} 2.0% of pay range midpoint increase		683	\$231,297	2.1%	
Adjustments to 0.5% above pay range minimum		1	\$7,176	0.1%	
Placement scale adjustments		40	\$24,771	0.2%	
2.0% of pay range midpoint increase to employees paid over range maximum		9	\$2,590	0.0%	
Subtotal - General Pay Increase	4,148	4,148	\$4,291,729	2.3%	
Subtotal - Implementation/Equity Adjustments		1,340	\$385,658	0.2%	
Total Cost Estimate			\$4,677,387	2.5%	\$189,951,646

Footnotes:

^{1c} Pay increases were applied to all employees and itemized separately for employees at or above the maximum rate.