

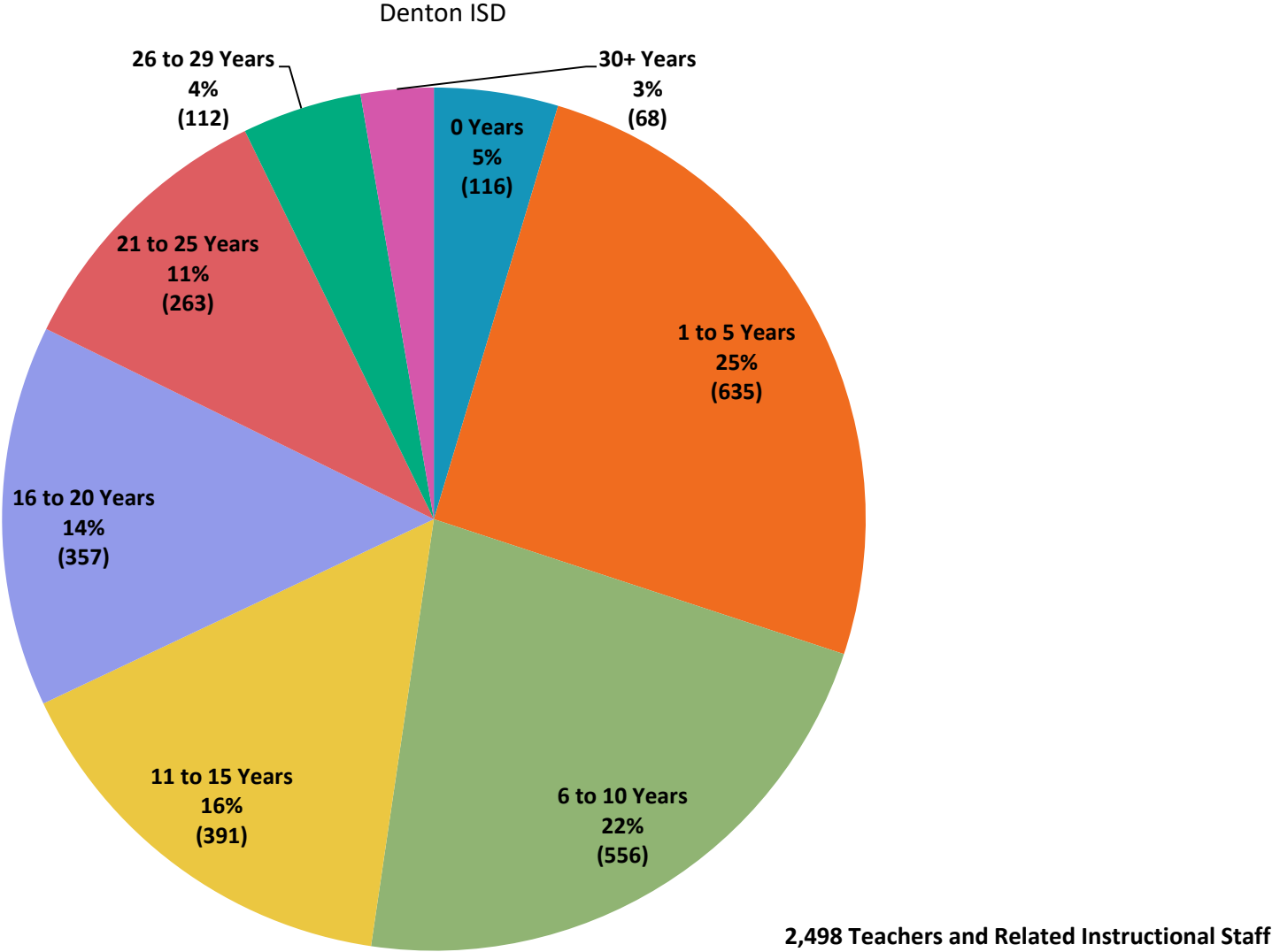
## Denton ISD

Market Peers 2024-2025

	District	ESC Region	Student Enrollment	Number of FTE	Teacher	Exempt & Nonexempt
1	Allen ISD	10	21,769	2,654	X	X
2	Arlington ISD	11	56,167	7,909	X	X
3	Birdville ISD	11	22,637	2,992	X	X
4	Carrollton-Farmers Branch ISD	10	24,747	3,651	**	
5	Eagle Mountain-Saginaw ISD	11	23,196	3,113	X	X
6	Frisco ISD	10	66,701	8,370	X	X
7	Garland ISD	10	52,767	7,173	X	X
8	Hurst-Euless-Bedford ISD	11	23,092	2,932	X	X
9	Irving ISD	10	31,767	4,274	X	X
10	Keller ISD	11	34,078	4,324	X	X
11	Lewisville ISD	11	49,060	6,362	X	X
12	Mansfield ISD	11	35,722	4,623	X	X
13	McKinney ISD	10	23,208	2,878	X	X
14	Northwest ISD	11	32,000	3,670	X	X
15	Plano ISD	10	48,921	6,644	X	X
16	Prosper ISD	10	31,500	3,788	X	X
17	Richardson ISD	10	37,260	5,616	X	X
<b>Denton ISD</b>		<b>11</b>	<b>32,521</b>	<b>4,404</b>	<b>17</b>	<b>16</b>

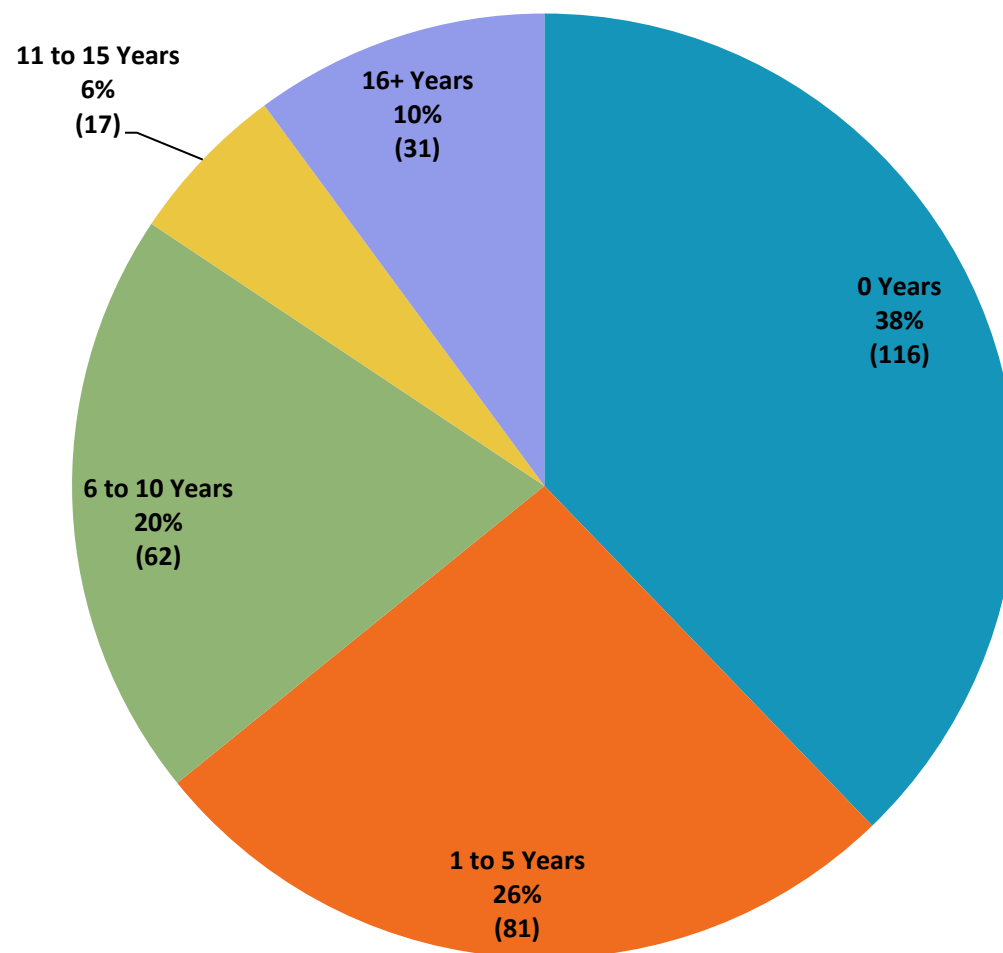
\*\* District did not participate in survey. Teacher schedules collected from the district.

**Distribution of Total Experience - Teachers and Related Instructional Staff, 2024-2025**



## Total Experience of Newly Hired Teachers and Related Instructional Staff, 2024-2025

Denton ISD



## Denton ISD

### Teacher Salary Plan Comparisons, 2024-2025

District	Student Enrollment	Number of Teachers	0-Year Salary	5-Year Salary	10-Year Salary	15-Year Salary	20-Year Salary	Average Teacher Salary	Max Yrs Credit	Last % Increase
1 Mansfield ISD	35,722	2,505	\$64,700	\$66,007	\$67,644	\$69,405	\$71,655	\$69,975	30	3.0%
2 Arlington ISD	56,167	3,467	\$64,600	\$67,100	\$69,600	\$72,100	\$74,600	\$70,943	30	4.0%
3 Birdville ISD	22,637	1,341	\$62,750	\$64,075	\$65,581	\$67,181	\$68,157	\$66,207	35	3.0%
4 Irving ISD	31,767	1,724	\$62,618	\$65,365	\$68,630	\$69,713	\$71,463	\$68,958	40	3.0%
5 Hurst-Euless-Bedford ISD	23,092	1,475	\$62,500	\$63,861	\$67,848	\$68,748	\$71,077	\$68,680	42	2.0%
6 McKinney ISD	23,208	1,660	\$62,100	\$63,600	\$65,400	\$67,900	\$70,400	\$66,890	30	3.0%
7 Garland ISD	52,767	3,500	\$61,500	\$64,495	\$67,038	\$69,138	\$71,399	\$65,441	25	3.0%
8 Northwest ISD	32,000	1,968	\$61,500	\$62,550	\$64,250	\$65,850	\$68,200	\$65,039	30	2.0%
9 Eagle Mountain-Saginaw ISD	23,196	1,542	\$61,350	\$61,921	\$63,371	\$65,452	\$68,204	\$65,995	39	2.0%
10 Plano ISD	48,921	3,592	\$61,000	\$63,007	\$65,015	\$67,022	\$69,029	\$66,858	35	3.0%
11 Richardson ISD	37,260	2,650	\$61,000	\$63,500	\$66,000	\$71,000	\$76,000	\$68,866	30	3.0%
12 Carrollton-Farmers Branch ISD**	24,386	1,893	\$61,000	\$62,000	\$64,171	\$65,672	\$67,574		30	
13 Lewisville ISD	49,060	3,404	\$60,850	\$62,185	\$64,283	\$67,632	\$69,478	\$66,406	25	0.0%
14 Frisco ISD	66,701	4,643	\$60,500	\$62,350	\$64,650	\$67,150	\$69,650	\$66,150	25	3.0%
15 Allen ISD	21,769	1,284	\$60,400	\$61,954	\$65,394	\$66,809	\$68,593	\$66,763	30	3.0%
16 Prosper ISD	31,500	2,205	\$60,000	\$61,000	\$63,500	\$66,600	\$70,100	\$64,897	25	3.5%
17 Keller ISD	34,078	2,152	\$59,000	\$60,400	\$62,800	\$64,796	\$66,796	\$64,874	30	0.0%

<b>Denton ISD</b>	<b>32,866</b>	<b>2,499</b>	<b>\$59,000</b>	<b>\$60,770</b>	<b>\$62,727</b>	<b>\$65,364</b>	<b>\$67,218</b>	<b>\$63,271</b>	<b>25</b>	<b>0.0%</b>
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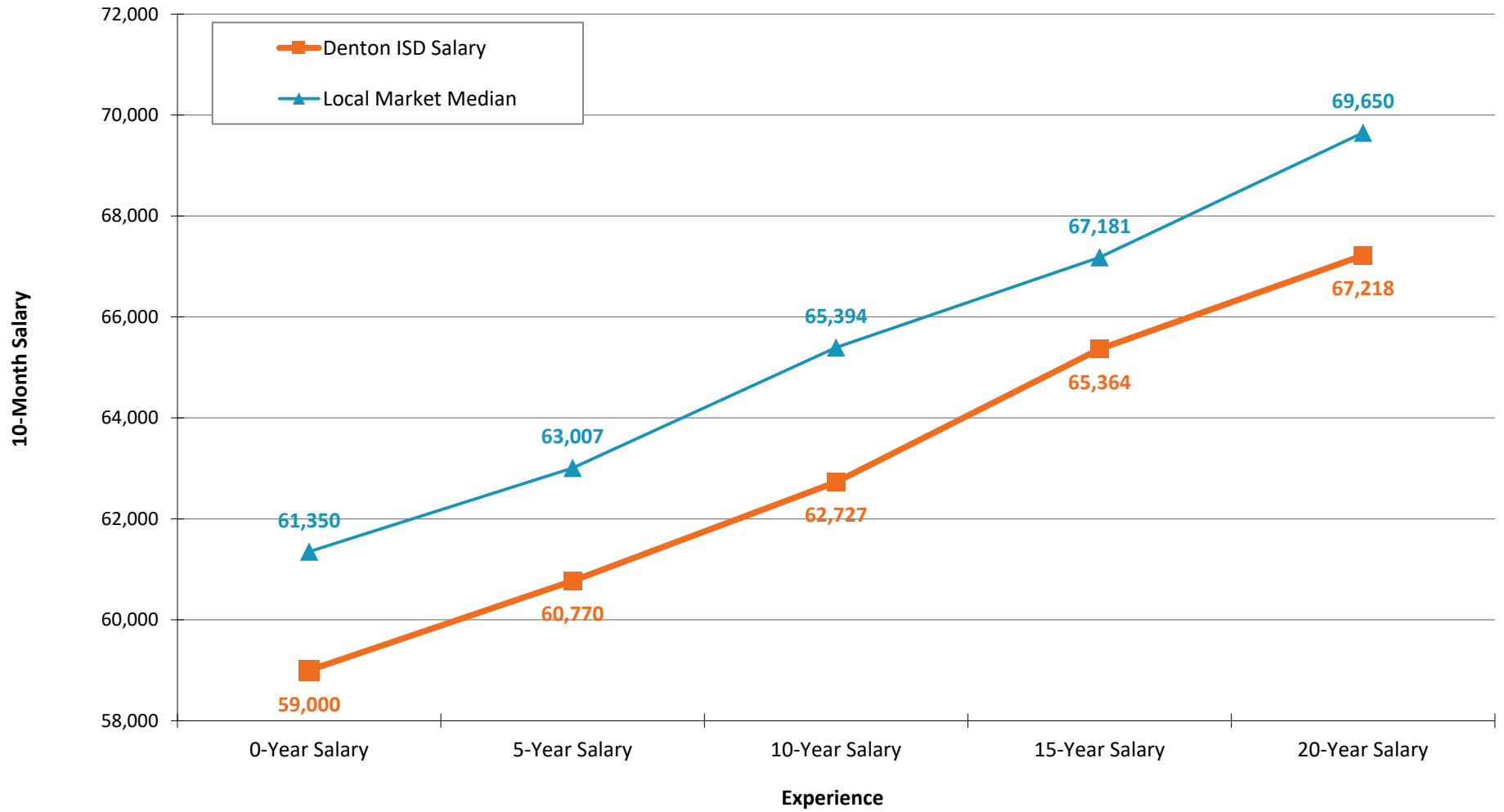
25th Percentile	\$60,850	\$62,000	\$64,250	\$66,600	\$68,204	\$65,857	30	2.0%
Median	\$61,350	\$63,007	\$65,394	\$67,181	\$69,650	\$66,584	30	3.0%
75th Percentile	\$62,500	\$64,075	\$67,038	\$69,138	\$71,399	\$68,727	35	3.0%

<b>Comparison to Median</b>	<b>96%</b>	<b>96%</b>	<b>96%</b>	<b>97%</b>	<b>97%</b>	<b>95%</b>
<i>Dollar Difference</i>	<i>(\$2,350)</i>	<i>(\$2,237)</i>	<i>(\$2,667)</i>	<i>(\$1,817)</i>	<i>(\$2,432)</i>	<i>(\$3,313)</i>

#### Footnotes:

\*\* District did not participate in survey. Teacher schedules collected from the district.

Teacher Salary Plan, 2024-2025  
Market Comparison



## Model 1: \$60,000 starting, 2.0% GPI

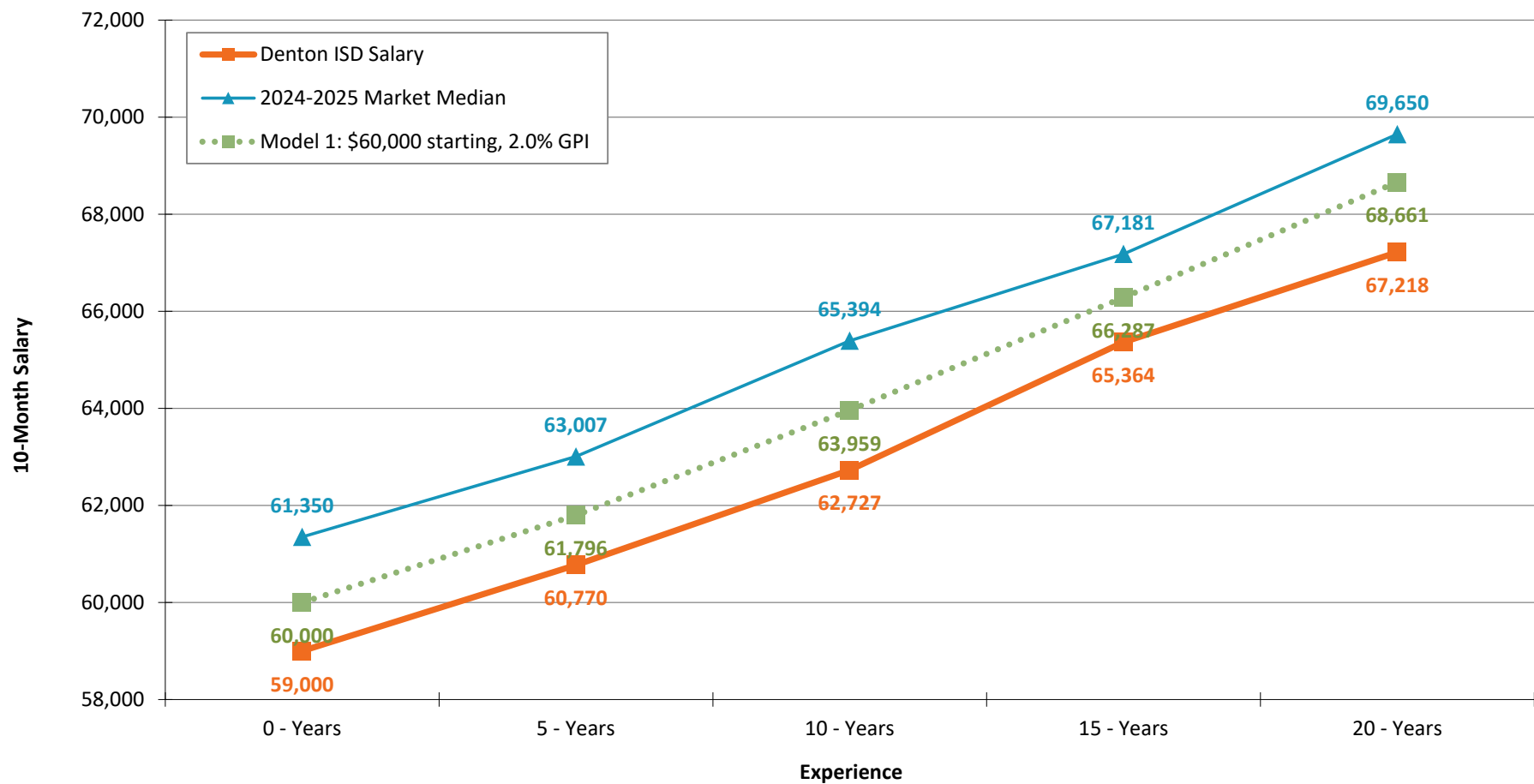
Exp	Diff
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335
340
400
361
360
309
309
515
515
515
515
515
680
309
309
412
412
500
500
550
300
300
300
300
300

*General pay increase is applied to the market median salary (\$66,584).*

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Teacher Salary Plan 2024-2025 Market Comparison  
Model 1: \$60,000 starting, 2.0% GPI



## Teachers and Related Instructional Staff Salary Plan Development

Denton ISD

Model 2: \$60,750 starting, 3.0% GPI

2024-2025 Years of Exp	2024-2025 New Hire Salary	3.0% General Pay Increase	Additional Adjustment	=	2025-2026 Years of Exp	2025-2026 Proposed New Hire Salary
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					0	→ \$60,750
0	→	\$59,000	+	\$2,000	+	= 1 \$61,000
1		\$59,340	+	\$2,000	+	= 2 \$61,340
2		\$59,740	+	\$2,000	+	= 3 \$61,740
3		\$60,101	+	\$2,000	+	= 4 \$62,101
4		\$60,461	+	\$2,000	+	= 5 \$62,461
5		\$60,770	+	\$2,000	+	= 6 \$62,770
6		\$61,079	+	\$2,000	+	= 7 \$63,079
7		\$61,594	+	\$2,000	+	= 8 \$63,594
8		\$61,903	+	\$2,000	+	\$206 = 9 \$64,109
9		\$62,212	+	\$2,000	+	\$412 = 10 \$64,624
10		\$62,727	+	\$2,000	+	\$412 = 11 \$65,139
11		\$63,510	+	\$2,000	+	\$144 = 12 \$65,654
12		\$64,334	+	\$2,000	+	= 13 \$66,334
13		\$64,643	+	\$2,000	+	= 14 \$66,643
14		\$64,952	+	\$2,000	+	= 15 \$66,952
15		\$65,364	+	\$2,000	+	= 16 \$67,364
16		\$65,776	+	\$2,000	+	= 17 \$67,776
17		\$66,188	+	\$2,000	+	\$88 = 18 \$68,276
18		\$66,600	+	\$2,000	+	\$176 = 19 \$68,776
19		\$66,909	+	\$2,000	+	\$417 = 20 \$69,326
20		\$67,218	+	\$2,000	+	\$408 = 21 \$69,626
21		\$67,630	+	\$2,000	+	\$296 = 22 \$69,926
22		\$68,042	+	\$2,000	+	\$184 = 23 \$70,226
23		\$68,351	+	\$2,000	+	\$175 = 24 \$70,526
24		\$68,660	+	\$2,000	+	\$166 = 25+ \$70,826
25+		\$68,969				

General pay increase is applied to the market median salary (\$66,584).

<b>Pay Range Minimum</b>	\$60,750	<b>Pay Range Maximum</b>	\$83,100
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Current Market Median		
Value	Compare Before	Compare After

0 Years

61,350	96%	99%
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5 Years

63,007	96%	99%
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10 Years

65,394	96%	99%
--------	-----	-----

15 Years

67,181	97%	100%
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20 Years

69,650	97%	100%
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250

340

400

361

360

309

309

515

515

515

515

515

680

309

309

412

412

500

500

550

300

300

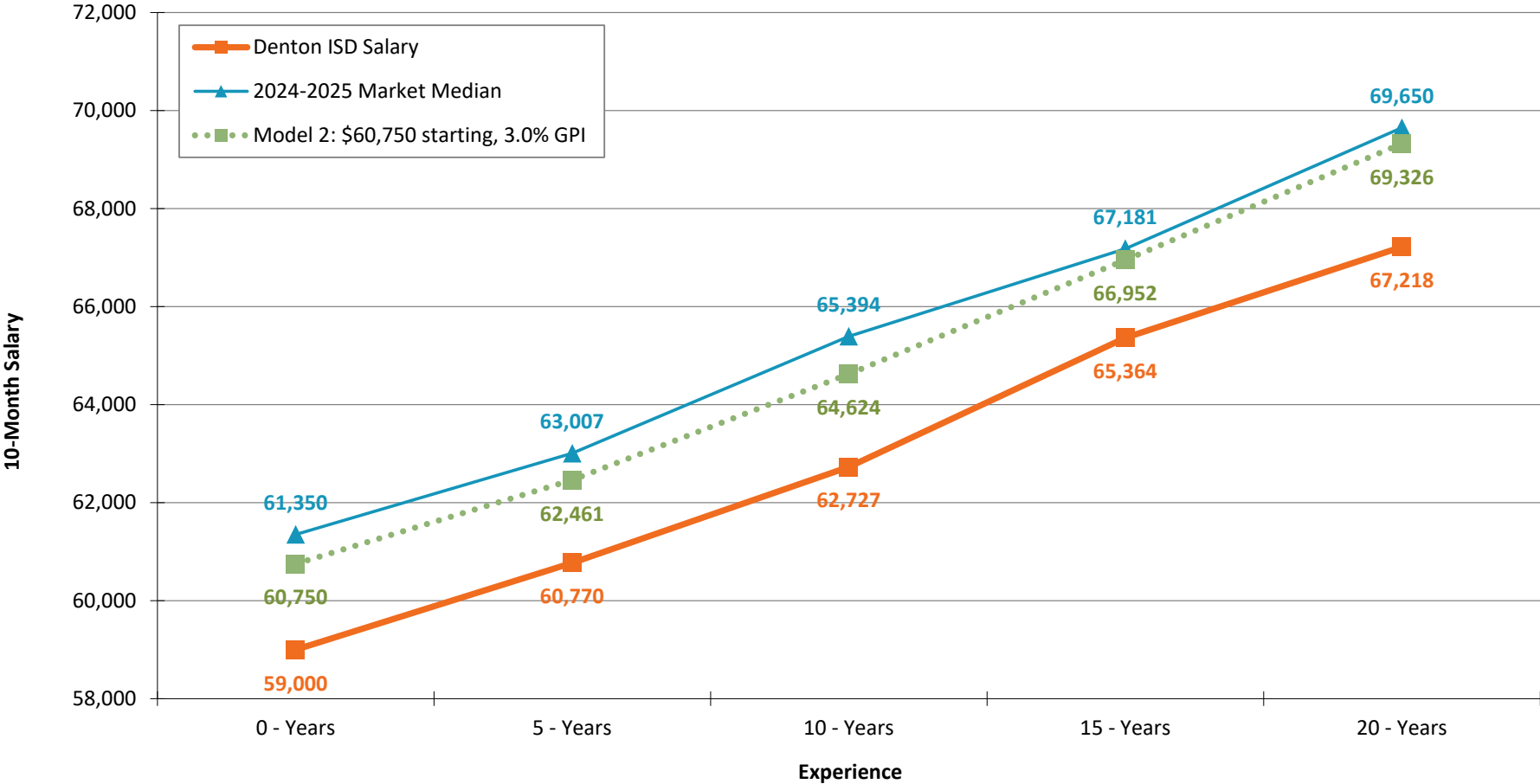
300

300

300



Teacher Salary Plan 2024-2025 Market Comparison  
Model 2: \$60,750 starting, 3.0% GPI



## Teachers and Related Instructional Staff Salary Plan Development

Denton ISD

Model 3: \$61,350 starting, 4.0% GPI

2024-2025 Years of Exp	2024-2025 New Hire Salary	4.0% General Pay Increase	Additional Adjustment	=	2025-2026 Years of Exp	2025-2026 Proposed New Hire Salary
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					0	→ \$61,350
0	→	\$59,000	+	\$2,664	+	= 1 \$61,664
1		\$59,340	+	\$2,664	+	= 2 \$62,004
2		\$59,740	+	\$2,664	+	= 3 \$62,404
3		\$60,101	+	\$2,664	+	= 4 \$62,765
4		\$60,461	+	\$2,664	+	= 5 \$63,125
5		\$60,770	+	\$2,664	+	= 6 \$63,434
6		\$61,079	+	\$2,664	+	= 7 \$63,743
7		\$61,594	+	\$2,664	+	= 8 \$64,258
8		\$61,903	+	\$2,664	+	\$206 = 9 \$64,773
9		\$62,212	+	\$2,664	+	\$412 = 10 \$65,288
10		\$62,727	+	\$2,664	+	\$412 = 11 \$65,803
11		\$63,510	+	\$2,664	+	\$144 = 12 \$66,318
12		\$64,334	+	\$2,664	+	= 13 \$66,998
13		\$64,643	+	\$2,664	+	= 14 \$67,307
14		\$64,952	+	\$2,664	+	= 15 \$67,616
15		\$65,364	+	\$2,664	+	= 16 \$68,028
16		\$65,776	+	\$2,664	+	\$88 = 17 \$68,528
17		\$66,188	+	\$2,664	+	\$176 = 18 \$69,028
18		\$66,600	+	\$2,664	+	\$264 = 19 \$69,528
19		\$66,909	+	\$2,664	+	\$455 = 20 \$70,028
20		\$67,218	+	\$2,664	+	\$546 = 21 \$70,428
21		\$67,630	+	\$2,664	+	\$534 = 22 \$70,828
22		\$68,042	+	\$2,664	+	\$522 = 23 \$71,228
23		\$68,351	+	\$2,664	+	\$613 = 24 \$71,628
24		\$68,660	+	\$2,664	+	\$704 = 25+ \$72,028
25+		\$68,969				

General pay increase is applied to the market median salary (\$66,584).

<b>Pay Range Minimum</b>	\$61,350	<b>Pay Range Maximum</b>	\$83,800
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Current Market Median		
Value	Compare Before	Compare After

0 Years

61,350	96%	100%
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5 Years

63,007	96%	100%
--------	-----	------

10 Years

65,394	96%	100%
--------	-----	------

15 Years

67,181	97%	101%
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20 Years

69,650	97%	101%
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314

340

400

361

360

309

309

515

515

515

515

515

680

309

309

412

500

500

500

500

400

400

400

400

400

Teacher Salary Plan 2024-2025 Market Comparison  
Model 3: \$61,350 starting, 4.0% GPI

