

# Denton Independent School District

## 2023-2024 Compensation Plan Recommendation

June 13, 2023

**SUMMARY:**

This item requests approval for the DISD 2023-2024 compensation plan. This recommendation will include two parts: a general pay increase for all employees and equity adjustments for other employees whose current salary is below the market median. The recommended general pay increase will be 2% or 3% of each employee’s 2022-2023 salary. Each teacher and librarian will receive a 3% of actual salary pay increase. This positively affects 2,500 of our experienced teachers and librarians.

**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 2023-2024:

- Provide a 3% of employee salary pay increase for all teachers and librarians.
- Cost estimates (attached document) address all other employee groups.

**FISCAL IMPLICATIONS:**

**The employee groups general pay increase recommendations:**

- |   |                                 |
|---|---------------------------------|
| • Teachers and Librarians               | 3% - Calculated on Employee Pay |
| • Administrative/Professional           | 2% - Calculated on Employee Pay |
| • Information Technology Pay Grades 4-9 | 2% - Calculated on Employee Pay |
| • Information Technology Pay Grades 1-3 | 3% - Calculated on Employee Pay |
| • Clerical/Paraprofessional             | 3% - Calculated on Employee Pay |
| • Auxiliary                             | 3% - Calculated on Employee Pay |
| • Transportation                        | 3% - Calculated on Employee Pay |

**Summary of Cost Estimates:**

• Teachers, and Librarians	\$4,716,718
• Administrative/Professional	\$1,416,502
• Information Technology	\$ 171,100
• Clerical/Paraprofessional	\$ 737,216
• Auxiliary	\$ 603,329
• Transportation	\$ 432,946
• Auxiliary Part-Time Only	\$ 38,017
 Subtotal – Implementation General Pay Increase	 \$6,929,926
Subtotal - Implementation/Equity Adjustments	\$1,185,902
Increases to Teaching Stipends	\$484,935
 <b>Total Cost Estimate:</b>	 <b>\$8,600,763</b>

**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 and the attached equity adjustments for certain employee groups.

**STAFF PERSONS RESPONSIBLE:**

- Dr. Jamie Wilson, Superintendent of Schools
- Dr. Robert Stewart, Assistant Superintendent, Human Resources
- Jason Rainey, Executive Director, Human Resources
- Jennifer Stewart, Executive Director, Budget

**ATTACHMENTS:**

Summary of Cost Estimates for 2023-2024.

**APPROVAL:**

Signature of Staff Member Proposing Recommendation: \_\_\_\_\_

Comments: \_\_\_\_\_

Signature of Divisional Assistant Superintendent: \_\_\_\_\_

Comments: \_\_\_\_\_

Signature of Superintendent: \_\_\_\_\_

Comments: \_\_\_\_\_