

Executive Summary

Prepared for Board of Trustees Meeting

June 11, 2013

TASB Compensation Study Overview

Board Goal:

- recruit, select, employ and retain teachers in every classroom because of substantive experience in the discipline they teach, rather than in auxiliary functions
- maintain a diverse workforce with respect to qualifications, expertise, and commitment to excellence

Purpose of Report

Consultant from TASB will share detail information about the Texas Association of School Board Compensation Study and compensation proposal for 2013-14.

Objectives

- Recruit and retain good applicants
- Recognize job value and responsibility
- Reward continued service and keep cost affordable
- Discuss summary of cost estimates for the 2013-14 school year

Operational Impact (

Information to be shared by TASB consultant through presentation format.

Results

To keep Denton ISD competitive in the compensation arena compared to school districts that our employees could leave Denton for to seek similar employment.

To prepare Denton ISD for future compensation adjustments based on a market driven system.

To facilitate just and equitable compensation decisions for new hires that are based on job market value.

To adjust current employee compensation based on job market equity, value, and job related experience. Future adjustments will parallel budget capacity and be administered over a determined time frame.

Other Options