

Executive Summary

Prepared for Board of Trustees Meeting

March 29, 2022

Discussion of 2022-2023 Salary Recommendations

Board Goal:

Human Resources...In pursuit of excellence, the district will:

- 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

This summary will provide the Board of Trustees with information regarding salary increases for Denton ISD staff for the 2022-2023 school year. Backup information prepared by Erin Kolecki (Texas Association of School Board's Compensation and HR Consultant) is attached for your review. The proposed recommendation will include two parts: a general pay increase for all employees, and equity adjustments for employees whose current salary is below the market median.

The recommended general pay increase for consideration provides models for either a 2% or 3% increase of each pay grade midpoint for all employees. Each teacher and librarian will receive a minimum \$1,250 general pay increase. Teachers and librarians from step 1 through step 11 and step 19 through step 25 will receive an additional pay increase due to market adjustments. This positively affects 2,510 of our experienced teachers and librarians.

Objectives

- Increase the starting teaching salary to \$57,300 (2%) or \$58,000 (3%). Provide an average 2% or 3% at midpoint general pay increase, at minimum, for all continuing teachers and librarians.
- Minimum \$1,250 (2%) or \$1,850 (3%) pay increase for all teachers and librarians with additional compensation for teachers and librarians on steps 1-11 and 19 -25 on the teacher pay scale.
- Cost estimates (attached document) addresses all other employee groups.

Operational Impact

The employee groups general pay increase (raises) would be as follows:

- Teachers and Librarians 2.0% (\$1,250) / 3% (\$1,850) of pay range midpoint
 - Administrative/Professional 2.0% / 3% of pay range midpoint
 - Information Technology 2.0% / 3% of pay range midpoint
 - Clerical/Paraprofessional 2.0% / 3% of pay range midpoint
 - Auxiliary 2.0% / 3% of pay range midpoint
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Summary of Cost Estimates:	Model 1: 2% GPI	Model 2: 3% GPI
Teachers, and Librarians	\$3,733,638	\$5,293,057
Administrative/Professional	\$1,043,873	\$1,522,003
Information Technology	\$ 113,226	\$ 159,474
Clerical/Paraprofessional	\$2,140,888	\$2,194,296
Auxiliary	\$ 774,011	\$ 846,570
Auxiliary Part-Time Only	\$ 30,130	\$ 45,237
Bust Drivers	\$ 112,922	\$ 144,895
 Subtotal - General Pay Increase	 \$5,058,922	 \$7,523,520
 Subtotal – Implementation/Equity Adjustments	 \$2,889,766	 \$2,682,012
Total Cost Estimate:	\$7,948,688	\$10,205,532

Results

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

Other Options

N/A