

Denton ISD

Market Districts 2021-2022

| | District | ESC Region | Student Enrollment | Number of FTE | UIL Class | Teacher | Exempt & Nonexempt |
|-------------------|-------------------------------|------------|--------------------|---------------|-----------|-----------|--------------------|
| 1 | Allen ISD | 10 | 21,564 | 2,561 | 6A | X | X |
| 2 | Arlington ISD | 11 | 56,485 | 8,247 | 6A | X | X* |
| 3 | Birdville ISD | 11 | 22,673 | 3,020 | 5A | X | X |
| 4 | Carrollton-Farmers Branch ISD | 10 | 24,656 | 3,798 | 5A | X | X |
| 5 | Eagle Mountain-Saginaw ISD | 11 | 21,155 | 2,662 | 6A | X | X |
| 6 | Frisco ISD | 10 | 65,494 | 8,112 | 5A | X | X* |
| 7 | Garland ISD | 10 | 53,834 | 7,223 | 6A | X | X* |
| 8 | Hurst-Euless-Bedford ISD | 11 | 22,884 | 2,651 | 6A | X | X |
| 9 | Irving ISD | 10 | 33,451 | 5,003 | 6A | ** | |
| 10 | Keller ISD | 11 | 34,279 | 4,437 | 6A | X | X |
| 11 | Lewisville ISD | 11 | 49,253 | 6,363 | 6A | X | X* |
| 12 | Mansfield ISD | 11 | 35,063 | 4,364 | 5A | X | X |
| 13 | McKinney ISD | 10 | 24,571 | 2,759 | 6A | ** | |
| 14 | Northwest ISD | 11 | 27,448 | 2,775 | 6A | X | X |
| 15 | Plano ISD | 10 | 49,222 | 6,857 | 6A | X | X* |
| 16 | Prosper ISD | 10 | 16,789 | 1,782 | 6A | ** | |
| Denton ISD | | 11 | 30,716 | 4,066 | 6A | 16 | 13 |

* Directors and above may be excluded from comparison due to size of district.

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

Teachers and Librarians Salary Plan Development

Denton ISD

Model 2: \$58,000 starting, 3.0% GPI

| 2021-2022 Years of Exp | 2021-2022 New Hire Salary | 3.0% General Pay Increase | Additional Adjustment | = | 2022-2023 Years of Exp | 2022-2023 Proposed New Hire Salary |
|------------------------------|---------------------------------|------------------------------------|--------------------------|---|------------------------------|---|
|------------------------------|---------------------------------|------------------------------------|--------------------------|---|------------------------------|---|

| | | | | | | |
|-----|----------|---|---------|---|-------|----------------|
| | | | | | 0 | \$58,000 |
| 0 | \$56,400 | + | \$1,850 | + | \$100 | = 1 \$58,350 |
| 1 | \$56,750 | + | \$1,850 | + | \$100 | = 2 \$58,700 |
| 2 | \$57,050 | + | \$1,850 | + | \$100 | = 3 \$59,000 |
| 3 | \$57,350 | + | \$1,850 | + | \$100 | = 4 \$59,300 |
| 4 | \$57,650 | + | \$1,850 | + | \$300 | = 5 \$59,800 |
| 5 | \$58,050 | + | \$1,850 | + | \$200 | = 6 \$60,100 |
| 6 | \$58,450 | + | \$1,850 | + | \$100 | = 7 \$60,400 |
| 7 | \$58,850 | + | \$1,850 | + | \$200 | = 8 \$60,900 |
| 8 | \$59,610 | + | \$1,850 | + | \$200 | = 9 \$61,660 |
| 9 | \$60,410 | + | \$1,850 | + | \$200 | = 10 \$62,460 |
| 10 | \$60,810 | + | \$1,850 | + | \$100 | = 11 \$62,760 |
| 11 | \$61,210 | + | \$1,850 | + | | = 12 \$63,060 |
| 12 | \$61,610 | + | \$1,850 | + | | = 13 \$63,460 |
| 13 | \$62,010 | + | \$1,850 | + | | = 14 \$63,860 |
| 14 | \$62,410 | + | \$1,850 | + | | = 15 \$64,260 |
| 15 | \$62,810 | + | \$1,850 | + | | = 16 \$64,660 |
| 16 | \$63,110 | + | \$1,850 | + | | = 17 \$64,960 |
| 17 | \$63,410 | + | \$1,850 | + | | = 18 \$65,260 |
| 18 | \$63,710 | + | \$1,850 | + | \$100 | = 19 \$65,660 |
| 19 | \$64,010 | + | \$1,850 | + | \$200 | = 20 \$66,060 |
| 20 | \$64,310 | + | \$1,850 | + | \$200 | = 21 \$66,360 |
| 21 | \$64,610 | + | \$1,850 | + | \$200 | = 22 \$66,660 |
| 22 | \$64,910 | + | \$1,850 | + | \$200 | = 23 \$66,960 |
| 23 | \$65,210 | + | \$1,850 | + | \$200 | = 24 \$67,260 |
| 24 | \$65,510 | + | \$1,850 | + | \$200 | = 25+ \$67,560 |
| 25+ | \$65,810 | | | | | |

General pay increase is applied to the market median salary (\$61,965).

| | | | |
|--------------------------|----------|--------------------------|----------|
| Pay Range Minimum | \$58,000 | Pay Range Maximum | \$81,000 |
|--------------------------|----------|--------------------------|----------|

| Current Market Median | | | Exp Diff |
|-----------------------|-------------------|------------------|-------------|
| Value | Compare Before | Compare After | |

0 Years

| | | |
|--------|-----|------|
| 56,863 | 99% | 102% |
|--------|-----|------|

5 Years

| | | |
|--------|-----|------|
| 58,915 | 99% | 102% |
|--------|-----|------|

10 Years

| | | |
|--------|-----|------|
| 61,456 | 99% | 102% |
|--------|-----|------|

15 Years

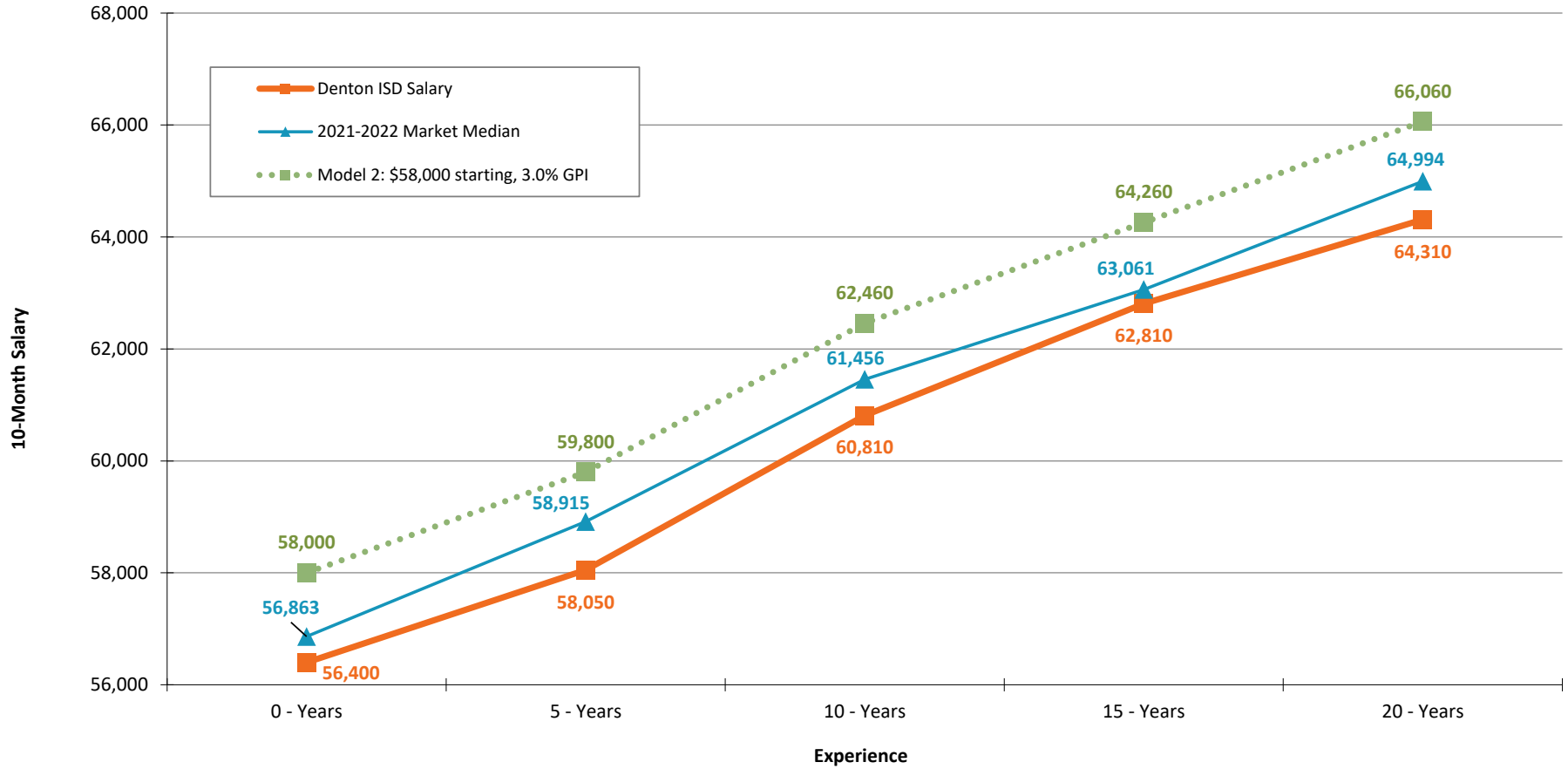
| | | |
|--------|------|------|
| 63,061 | 100% | 102% |
|--------|------|------|

20 Years

| | | |
|--------|-----|------|
| 64,994 | 99% | 102% |
|--------|-----|------|

350
350
300
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500
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760
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**Teacher Salary Plan 2021-2022 Market Comparison
Model 2: \$58,000 starting, 3.0% GPI**



Denton ISD

Summary of Cost Estimates, 2022-2023

Model 2: \$58,000 starting, 3.0% GPI

| | Total Staff | Count of Increases | Cost Increase | Percent of Current Costs | 2020-2021 Current Costs |
|---|--------------|--------------------|---------------------|--------------------------|-------------------------|
| Teachers and Librarians | | | | | |
| \$58,000 starting salary | 2,510 | | \$5,293,057 | | \$153,212,271 |
| ^{1c} 3.0% general pay increase (\$1,850) | | 2,510 | \$4,645,390 | 3.1% | |
| Adjustments to years 1-11, 19-25 | | 1,683 | \$271,383 | 0.2% | |
| Stipends | | 220 | \$376,284 | 0.2% | |
| Professional/Administrators | 573 | | \$1,522,003 | | \$45,220,539 |
| ^{1c} 3.0% of pay range midpoint increase | | 569 | \$1,450,529 | 3.2% | |
| 3.0% increase to employees over range max | | 6 | \$15,392 | 0.0% | |
| Adjustments to 1.0% above pay range minimum | | 7 | \$12,633 | 0.0% | |
| Teacher pay equity adjustments | | 25 | \$15,916 | 0.0% | |
| Upgrade adjustment (placeholder) | | 6 | \$27,533 | 0.4% | |
| Technology | 77 | | \$159,474 | | \$4,451,265 |
| ^{1c} 3.0% of pay range midpoint increase | | 77 | \$150,004 | 3.3% | |
| Placement scale adjustments | | 5 | \$9,470 | 1.0% | |
| Clerical/Paraprofessional | 737 | | \$2,194,296 | | \$19,735,332 |
| ^{1c} 3.0% of pay range midpoint increase | | 733 | \$713,692 | 3.2% | |
| 3.0% increase to employees over range max | | 4 | \$3,356 | 0.1% | |
| Adjustments to 1.0% above pay range minimum | | 427 | \$911,351 | 0.1% | |
| Placement scale adjustments | | 462 | \$565,897 | 0.1% | |
| Auxiliary | 456 | | \$846,570 | | \$11,446,802 |
| ^{1c} 3.0% of pay range midpoint increase | | 450 | \$386,876 | 3.1% | |
| 3.0% increase to employees over range max | | 6 | \$2,727 | 0.1% | |
| Adjustments to 1.0% above pay range minimum | | 98 | \$184,542 | 0.1% | |
| Placement scale adjustments | | 145 | \$272,425 | 0.0% | |
| Auxiliary Part-Time Only | 166 | | \$45,237 | | \$1,377,414 |
| ^{1c} 3.0% of pay range midpoint increase | | 166 | \$45,237 | 3.6% | |
| Bus Drivers | 183 | | \$144,895 | | \$3,182,467 |
| ^{1c} 3.0% of pay range midpoint increase | | 181 | \$109,539 | 3.3% | |
| 3.0% increase to employees over range max | | 2 | \$778 | 3.3% | |
| Adjustments to 1.0% above pay range minimum | | 29 | \$24,469 | 0.1% | |
| Placement scale adjustments | | 23 | \$10,109 | 0.5% | |
| Subtotal - General Pay Increase | 4,702 | 4,704 | \$7,523,520 | 3.2% | |
| Subtotal - Implementation/Equity Adjustments | | 2,910 | \$2,682,012 | 1.0% | |
| Total Cost Estimate | | | \$10,205,532 | 4.1% | \$238,626,090 |

Footnotes:

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