

## Denton ISD

### Market Peers 2022-2023

	District	ESC Region	Student Enrollment	Number of FTE	Teacher	Exempt & Nonexempt
1	Allen ISD	10	21,463	2,505	X	X
2	Arlington ISD	11	56,783	8,168	**	
3	Birdville ISD	11	22,505	3,038	X	X
4	Carrollton-Farmers Branch ISD	10	25,540	3,707	X	X
5	Eagle Mountain-Saginaw ISD	11	23,109	3,016	X	X
6	Frisco ISD	10	66,451	8,717	X	X*
7	Garland ISD	10	53,674	6,987	X	X*
8	Hurst-Euless-Bedford ISD	11	22,874	2,699	X	X
9	Irving ISD	10	32,378	4,320	X	X
10	Keller ISD	11	34,813	4,339	X	X
11	Lewisville ISD	11	49,205	6,432	X	X*
12	Mansfield ISD	11	35,559	4,495	X	X
13	McKinney ISD	10	23,356	2,718	X	X
14	Northwest ISD	11	29,150	3,171	**	
15	Plano ISD	10	48,816	6,402	X	X*
16	Prosper ISD	10	21,780	2,444	**	
<b>Denton ISD</b>		<b>11</b>	<b>32,398</b>	<b>4,628</b>	<b>16</b>	<b>13</b>

\* Directors and above may be compared to districts with similar enrollment due to job scope.

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

### Teacher Salary Plan, 2022-2023 Market Comparison



**Teachers and Librarians Salary Plan Development**  
**Denton ISD**  
 Model 4: \$59,340 starting, 3.0% of Pay Increase

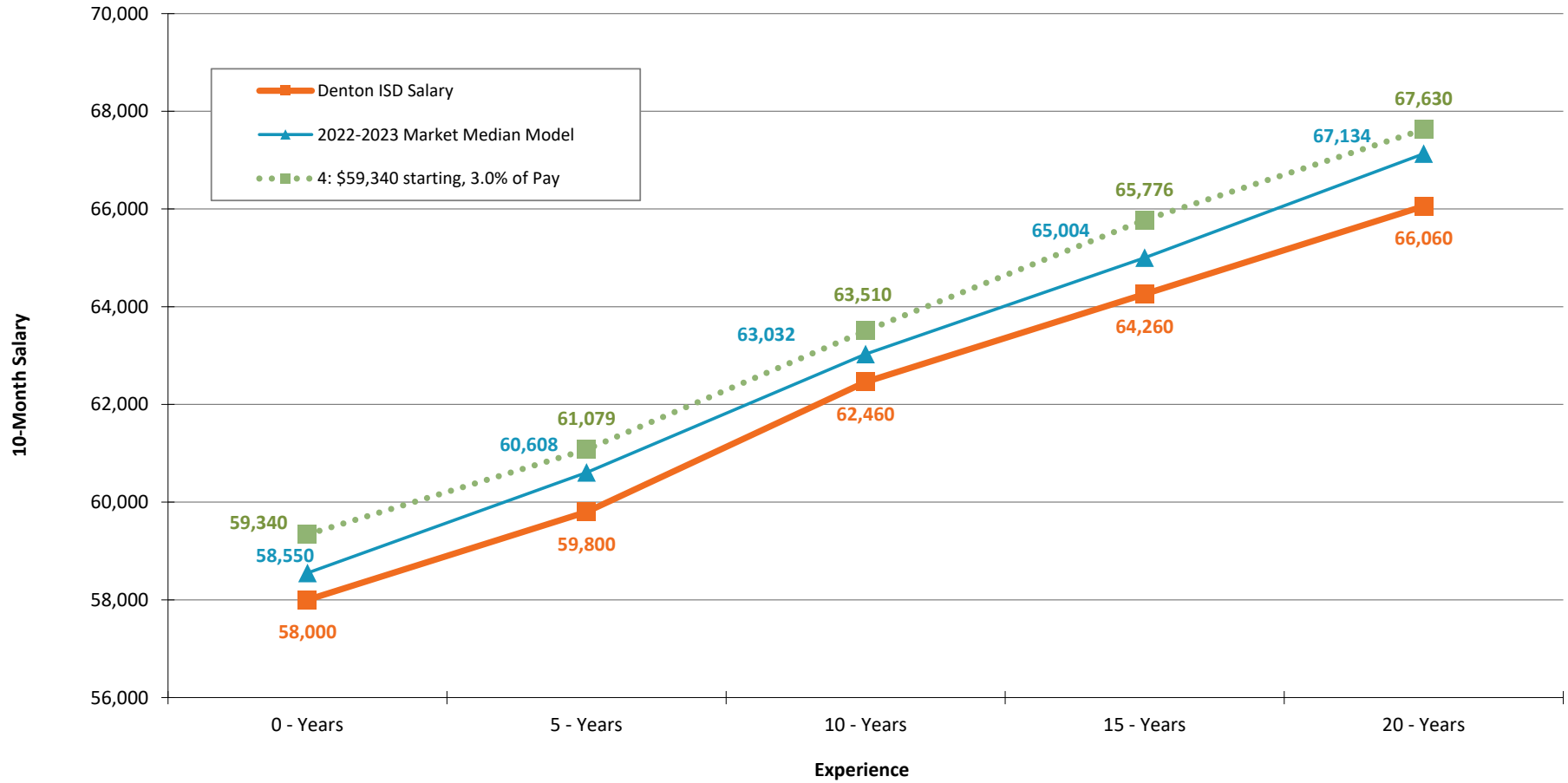
2022-2023 Years of Exp	2022-2023 New Hire Salary	3% of Pay + Increase	Additional + Adjustment	=	2023-2024 Years of Exp	2023-2024 Proposed New Hire Salary	
					0	\$59,340	
0	\$58,000	+	\$1,740	+	=	1	\$59,740
1	\$58,350	+	\$1,751	+	=	2	\$60,101
2	\$58,700	+	\$1,761	+	=	3	\$60,461
3	\$59,000	+	\$1,770	+	=	4	\$60,770
4	\$59,300	+	\$1,779	+	=	5	\$61,079
5	\$59,800	+	\$1,794	+	=	6	\$61,594
6	\$60,100	+	\$1,803	+	=	7	\$61,903
7	\$60,400	+	\$1,812	+	=	8	\$62,212
8	\$60,900	+	\$1,827	+	=	9	\$62,727
9	\$61,660	+	\$1,850	+	=	10	\$63,510
10	\$62,460	+	\$1,874	+	=	11	\$64,334
11	\$62,760	+	\$1,883	+	=	12	\$64,643
12	\$63,060	+	\$1,892	+	=	13	\$64,952
13	\$63,460	+	\$1,904	+	=	14	\$65,364
14	\$63,860	+	\$1,916	+	=	15	\$65,776
15	\$64,260	+	\$1,928	+	=	16	\$66,188
16	\$64,660	+	\$1,940	+	=	17	\$66,600
17	\$64,960	+	\$1,949	+	=	18	\$66,909
18	\$65,260	+	\$1,958	+	=	19	\$67,218
19	\$65,660	+	\$1,970	+	=	20	\$67,630
20	\$66,060	+	\$1,982	+	=	21	\$68,042
21	\$66,360	+	\$1,991	+	=	22	\$68,351
22	\$66,660	+	\$2,000	+	=	23	\$68,660
23	\$66,960	+	\$2,009	+	=	24	\$68,969
24	\$67,260	+	\$2,018	+	=	25+	\$69,278
25+	\$67,560						

Current Market Median			Exp Diff
Value	Compare Before	Compare After	
<i>0 Years</i>			
58,550	99%	101%	400
			361
			360
<i>5 Years</i>			
60,608	99%	101%	309
			309
			515
			309
			309
<i>10 Years</i>			
63,032	99%	101%	515
			783
			824
			309
			309
			412
<i>15 Years</i>			
65,004	99%	101%	412
			412
			412
			309
			309
			412
<i>20 Years</i>			
67,134	98%	101%	412
			412
			309
			309
			309
			309

General pay increase is applied to the market median salary (\$64,022).

<b>Pay Range Minimum</b>	\$59,340	<b>Pay Range Maximum</b>	\$81,000
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**Teacher Salary Plan 2022-2023 Market Comparison**  
**\$59,340 starting, 3.0% of Pay Increase**



**Denton ISD**

Summary of Cost Estimates, 2023-2024

**Model 4**

PA and IT - pay grades 4-9: 2% calculated on employee pay  
 All others: 3% calculated on employee pay

	Total Staff	Count of Increases	Cost Increase	Percent of Current Costs	2022-2023 Current Costs
<b>Teachers and Librarians</b>					
<b>\$59,340 starting salary</b>	<b>2,500</b>		<b>\$4,716,718</b>		<b>\$156,569,321</b>
<sup>1c</sup> 3.0% of employee pay increase		2,492	\$4,704,334	3.0%	
Full increase to employees paid over range maximum		8	\$6,218	0.0%	
Hiring schedule equity adjustments		15	\$6,166	0.0%	
<b>Professional Administrators</b>	<b>597</b>		<b>\$1,416,502</b>		<b>\$48,363,388</b>
<sup>1c</sup> 2.0% of employee pay increase		595	\$963,682	2.0%	
2.0% increase to employees over range max		2	\$3,627	0.0%	
Adjustments to 1.0% above pay range minimum		27	\$81,057	0.2%	
Teacher pay equity adjustments		13	\$11,794	0.0%	
Placement scale adjustments		31	\$191,564	0.4%	
Strategic adjustments		92	\$65,975	0.1%	
Market equity adjustments		17	\$44,554	0.1%	
Upgrade adjustments (cost estimate)		2	\$6,617	0.0%	
Counselor - EI increased duty days		26	\$47,632	0.1%	
<b>Information Technology</b>	<b>79</b>		<b>\$171,100</b>		<b>\$4,893,264</b>
<sup>1c</sup> 3.0% pay grades 1 - 3 and 2.0% pay grades 4 - 9 of employee pay increase		79	\$115,207	2.4%	
Adjustments to 1.0% above pay range minimum		11	\$12,432	0.3%	
Placement scale adjustments		18	\$21,733	0.4%	
Strategic adjustments		26	\$21,728	0.4%	
<b>Clerical Paraprofessional</b>	<b>746</b>		<b>\$737,216</b>		<b>\$21,998,645</b>
<sup>1c</sup> 3.0% of employee pay increase		744	\$657,054	3.0%	
3.0% increase to employees over range max		2	\$2,979	0.0%	
Adjustments to 1.0% above pay range minimum		6	\$13,295	0.1%	
Placement scale adjustments		161	\$63,888	0.3%	
<b>Auxiliary</b>	<b>338</b>		<b>\$603,329</b>		<b>\$10,724,434</b>
<sup>1c</sup> 3.0% of employee pay increase		331	\$317,050	3.0%	
3.0% increase to employees over range max		7	\$4,827	0.0%	
Adjustments to 1.0% above pay range minimum		44	\$63,925	0.6%	
Placement scale adjustments		100	\$217,527	2.0%	
<b>Transportation</b>	<b>187</b>		<b>\$432,946</b>		<b>\$3,891,315</b>
<sup>1c</sup> 3.0% of employee pay increase		187	\$116,931	3.0%	
Adjustments to 1.0% above pay range minimum		151	\$156,863	4.0%	
Placement scale adjustments		178	\$159,152	4.1%	
<b>Auxiliary (Part-Time)</b>	<b>156</b>		<b>\$38,017</b>		<b>\$1,270,101</b>
<sup>1c</sup> 3.0% of employee pay increase		156	\$38,017	3.0%	
<b>Subtotal - General Pay Increase</b>	<b>4,603</b>	<b>4,603</b>	<b>\$6,929,926</b>	<b>2.8%</b>	
<b>Subtotal - Implementation/Equity Adjustments</b>		<b>918</b>	<b>\$1,185,902</b>	<b>0.5%</b>	
<b>Total Cost Estimate</b>			<b>\$8,115,828</b>	<b>3.3%</b>	<b>\$247,710,468</b>

**Footnotes:**

<sup>1c</sup> Pay increases were applied to all employees and itemized separately for employees at or above the maximum rate.