

Denton ISD

Market Peers 2022-2023

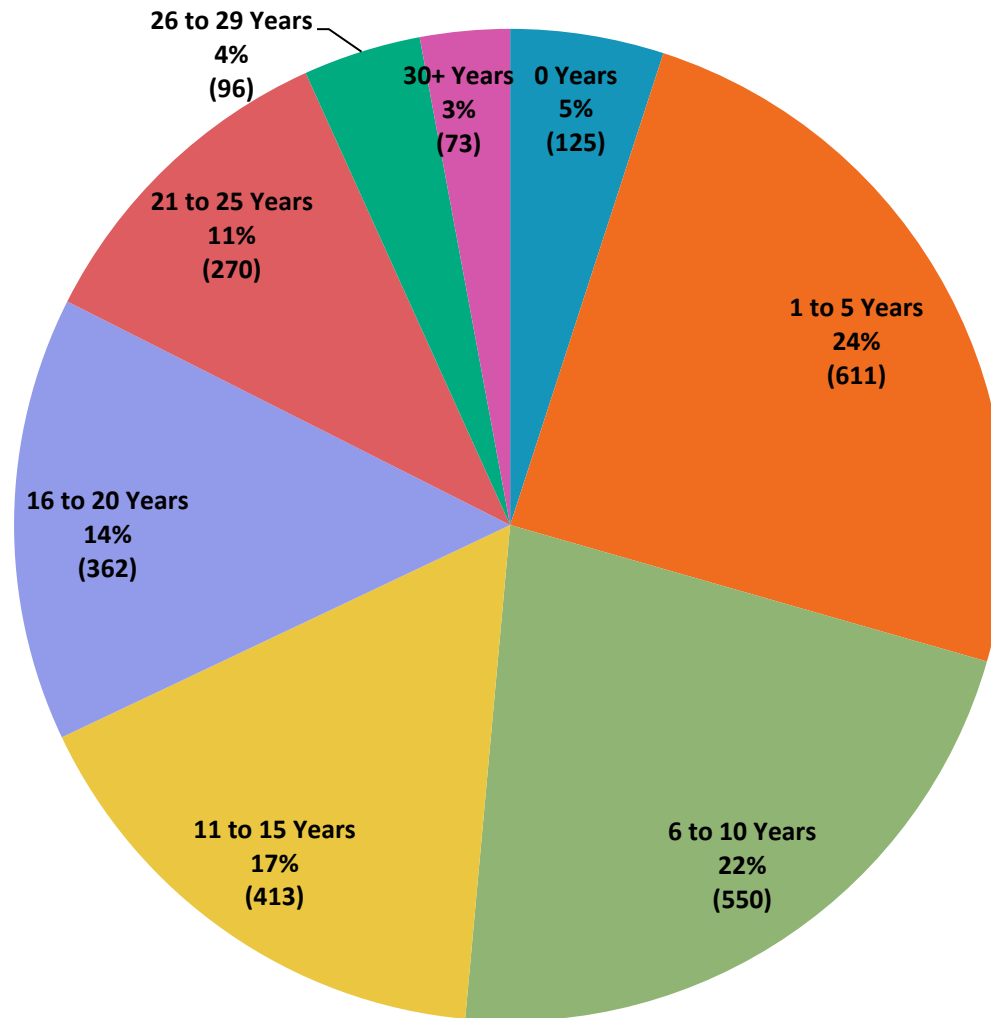
	District	ESC Region	Student Enrollment	Number of FTE	Teacher	Exempt & Nonexempt
1	Allen ISD	10	21,463	2,505	X	X
2	Arlington ISD	11	56,783	8,168	**	
3	Birdville ISD	11	22,505	3,038	X	X
4	Carrollton-Farmers Branch ISD	10	25,540	3,707	X	X
5	Eagle Mountain-Saginaw ISD	11	23,109	3,016	X	X
6	Frisco ISD	10	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	**	
Denton ISD		11	32,398	4,628	16	13

* 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.

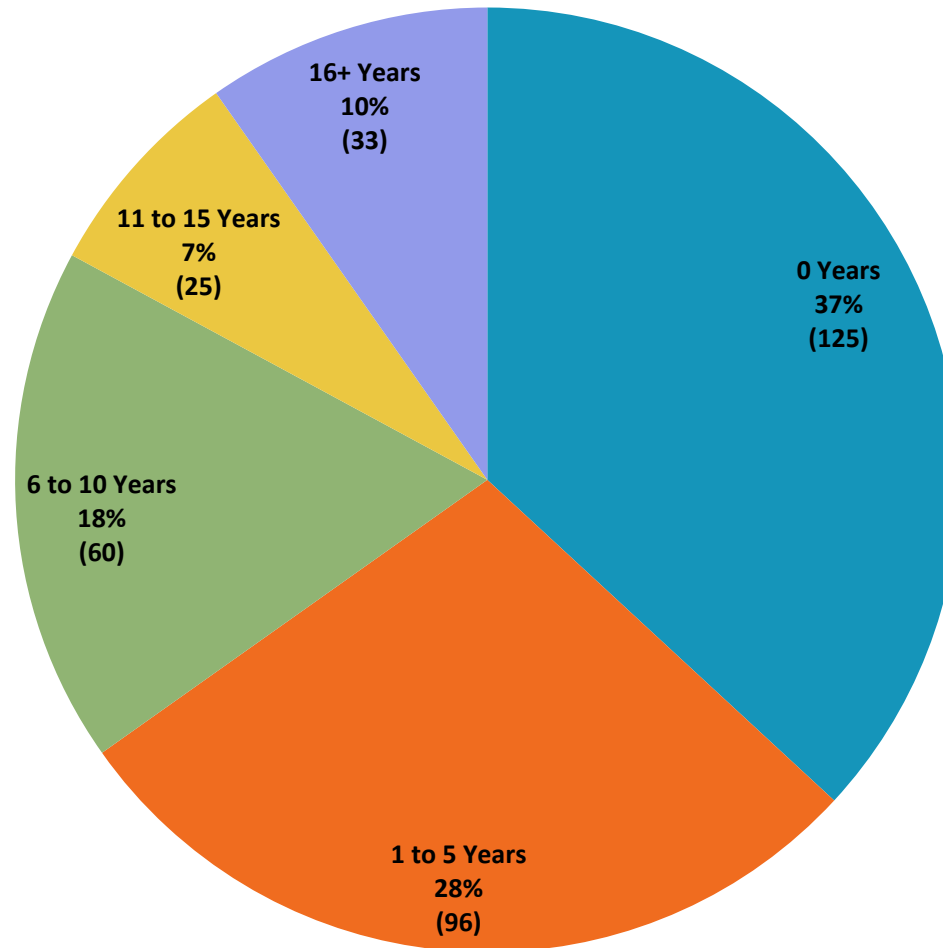
Distribution of Total Experience - Teachers and Librarians, 2022-2023

Denton ISD



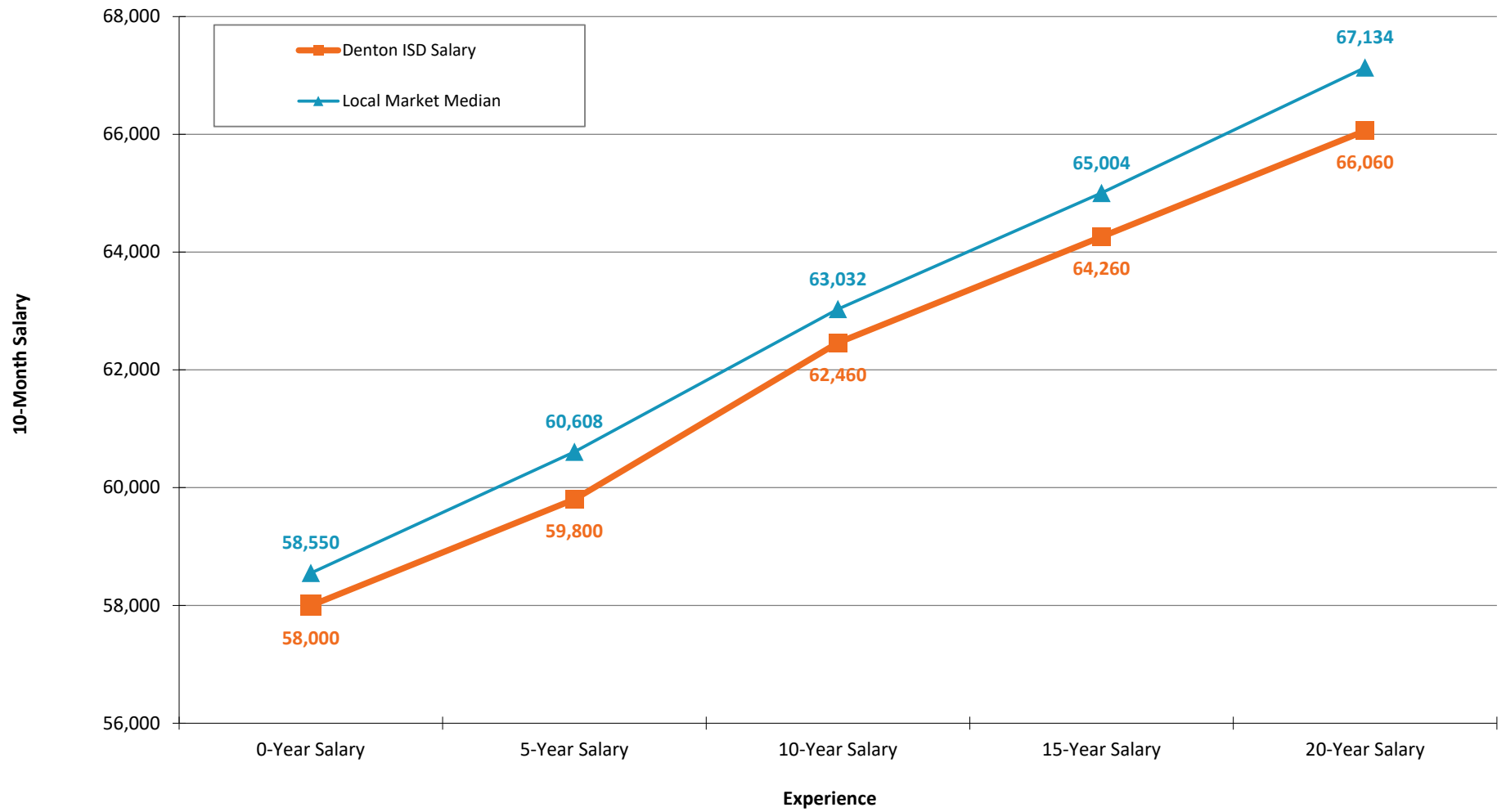
2,500 Teachers and Librarians

Total Experience of Newly Hired Teachers and Librarians, 2022-2023
Denton ISD



**339 Teachers and Librarians
with 0 years of local experience in 2022-2023**

Teacher Salary Plan, 2022-2023 Market Comparison



Teachers and Librarians Salary Plan Development
Denton ISD
 Model 1: \$59,000 starting, 2.0% GPI

2022-2023 Years of Exp	2022-2023 New Hire Salary	2.0% General Pay + Increase	Additional + Adjustment	=	2023-2024 Years of Exp	2023-2024 Proposed New Hire Salary
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					0	→ \$59,000
0	→	\$58,000	+	\$1,300	+	= 1 \$59,300
1		\$58,350	+	\$1,300	+	= 2 \$59,650
2		\$58,700	+	\$1,300	+	= 3 \$60,000
3		\$59,000	+	\$1,300	+	= 4 \$60,300
4		\$59,300	+	\$1,300	+	= 5 \$60,600
5		\$59,800	+	\$1,300	+	= 6 \$61,100
6		\$60,100	+	\$1,300	+	= 7 \$61,400
7		\$60,400	+	\$1,300	+	= 8 \$61,700
8		\$60,900	+	\$1,300	+	= 9 \$62,200
9		\$61,660	+	\$1,300	+	= 10 \$62,960
10		\$62,460	+	\$1,300	+	= 11 \$63,760
11		\$62,760	+	\$1,300	+	= 12 \$64,060
12		\$63,060	+	\$1,300	+	= 13 \$64,360
13		\$63,460	+	\$1,300	+	= 14 \$64,760
14		\$63,860	+	\$1,300	+	= 15 \$65,160
15		\$64,260	+	\$1,300	+	= 16 \$65,560
16		\$64,660	+	\$1,300	+	= 17 \$65,960
17		\$64,960	+	\$1,300	+	\$100 = 18 \$66,360
18		\$65,260	+	\$1,300	+	\$400 = 19 \$66,960
19		\$65,660	+	\$1,300	+	\$600 = 20 \$67,560
20		\$66,060	+	\$1,300	+	\$500 = 21 \$67,860
21		\$66,360	+	\$1,300	+	\$500 = 22 \$68,160
22		\$66,660	+	\$1,300	+	\$500 = 23 \$68,460
23		\$66,960	+	\$1,300	+	\$500 = 24 \$68,760
24		\$67,260	+	\$1,300	+	\$500 = 25+ \$69,060
25+		\$67,560				

Current Market Median		
Value	Compare Before	Compare After

0 Years		
58,550	99%	101%

5 Years		
60,608	99%	100%

10 Years		
63,032	99%	100%

15 Years		
65,004	99%	100%

20 Years		
67,134	98%	101%

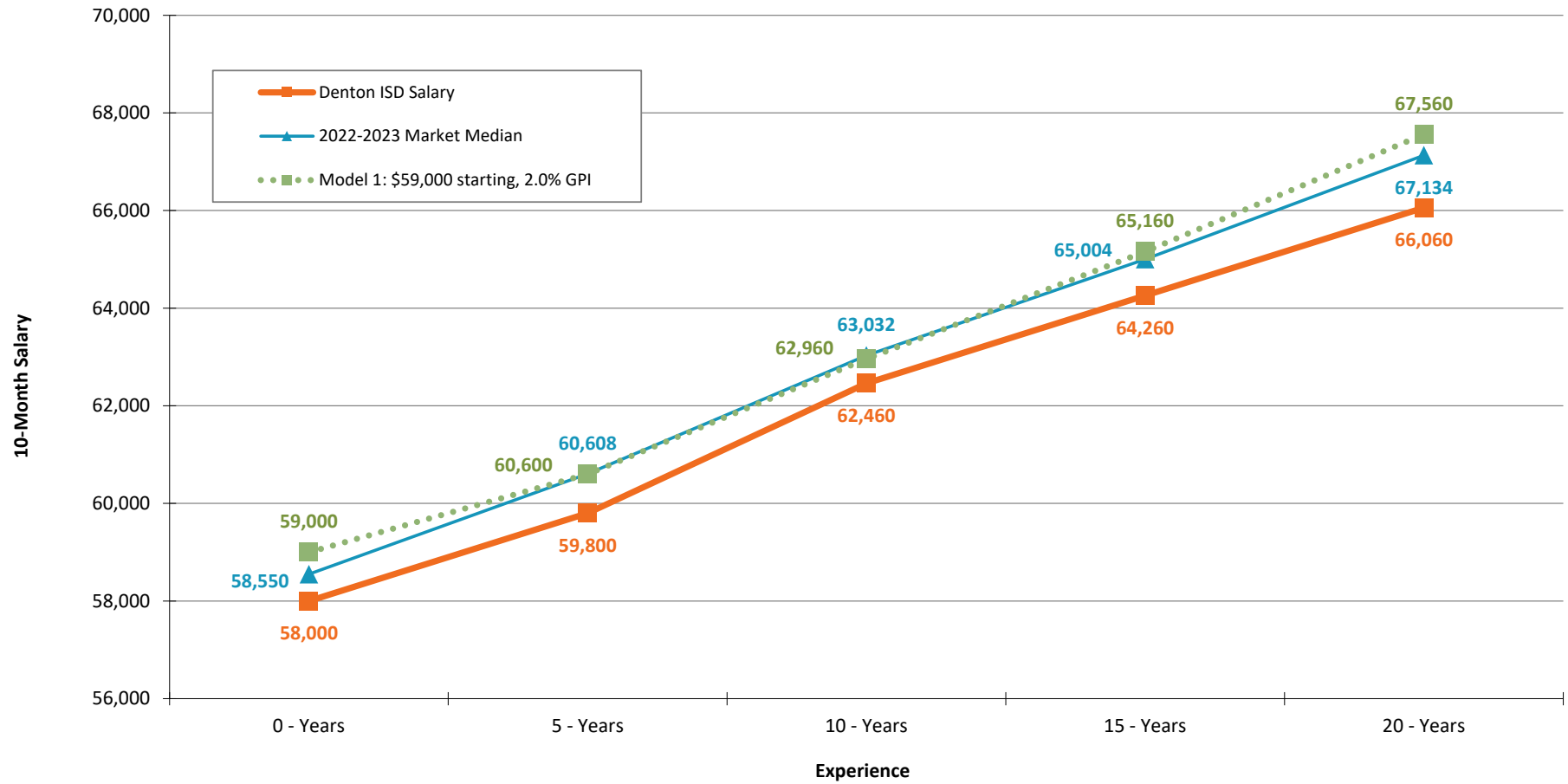
Exp Diff

300
350
350
300
300
500
300
300
500
760
800
300
300
400
400
400
400
600
600
300
300
300
300
300

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

Pay Range Minimum	\$59,000	Pay Range Maximum	\$82,300
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Teacher Salary Plan 2022-2023 Market Comparison
Model 1: \$59,000 starting, 2.0% GPI



Teachers and Librarians Salary Plan Development
Denton ISD
 Model 2: \$59,500 starting, 3.0% GPI

2022-2023 Years of Exp	2022-2023 New Hire Salary	3.0% General Pay + Increase	Additional + Adjustment	=	2023-2024 Years of Exp	2023-2024 Proposed New Hire Salary
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					0	→ \$59,500
0	→	\$58,000	+	\$1,900	+	= 1 \$59,900
1		\$58,350	+	\$1,900	+	= 2 \$60,250
2		\$58,700	+	\$1,900	+	= 3 \$60,600
3		\$59,000	+	\$1,900	+	= 4 \$60,900
4		\$59,300	+	\$1,900	+	= 5 \$61,200
5		\$59,800	+	\$1,900	+	= 6 \$61,700
6		\$60,100	+	\$1,900	+	= 7 \$62,000
7		\$60,400	+	\$1,900	+	= 8 \$62,300
8		\$60,900	+	\$1,900	+	= 9 \$62,800
9		\$61,660	+	\$1,900	+	= 10 \$63,560
10		\$62,460	+	\$1,900	+	= 11 \$64,360
11		\$62,760	+	\$1,900	+	= 12 \$64,660
12		\$63,060	+	\$1,900	+	= 13 \$64,960
13		\$63,460	+	\$1,900	+	= 14 \$65,360
14		\$63,860	+	\$1,900	+	= 15 \$65,760
15		\$64,260	+	\$1,900	+	= 16 \$66,160
16		\$64,660	+	\$1,900	+	= 17 \$66,560
17		\$64,960	+	\$1,900	+	\$100 = 18 \$66,960
18		\$65,260	+	\$1,900	+	\$400 = 19 \$67,560
19		\$65,660	+	\$1,900	+	\$600 = 20 \$68,160
20		\$66,060	+	\$1,900	+	\$500 = 21 \$68,460
21		\$66,360	+	\$1,900	+	\$500 = 22 \$68,760
22		\$66,660	+	\$1,900	+	\$500 = 23 \$69,060
23		\$66,960	+	\$1,900	+	\$500 = 24 \$69,360
24		\$67,260	+	\$1,900	+	\$500 = 25+ \$69,660
25+		\$67,560				

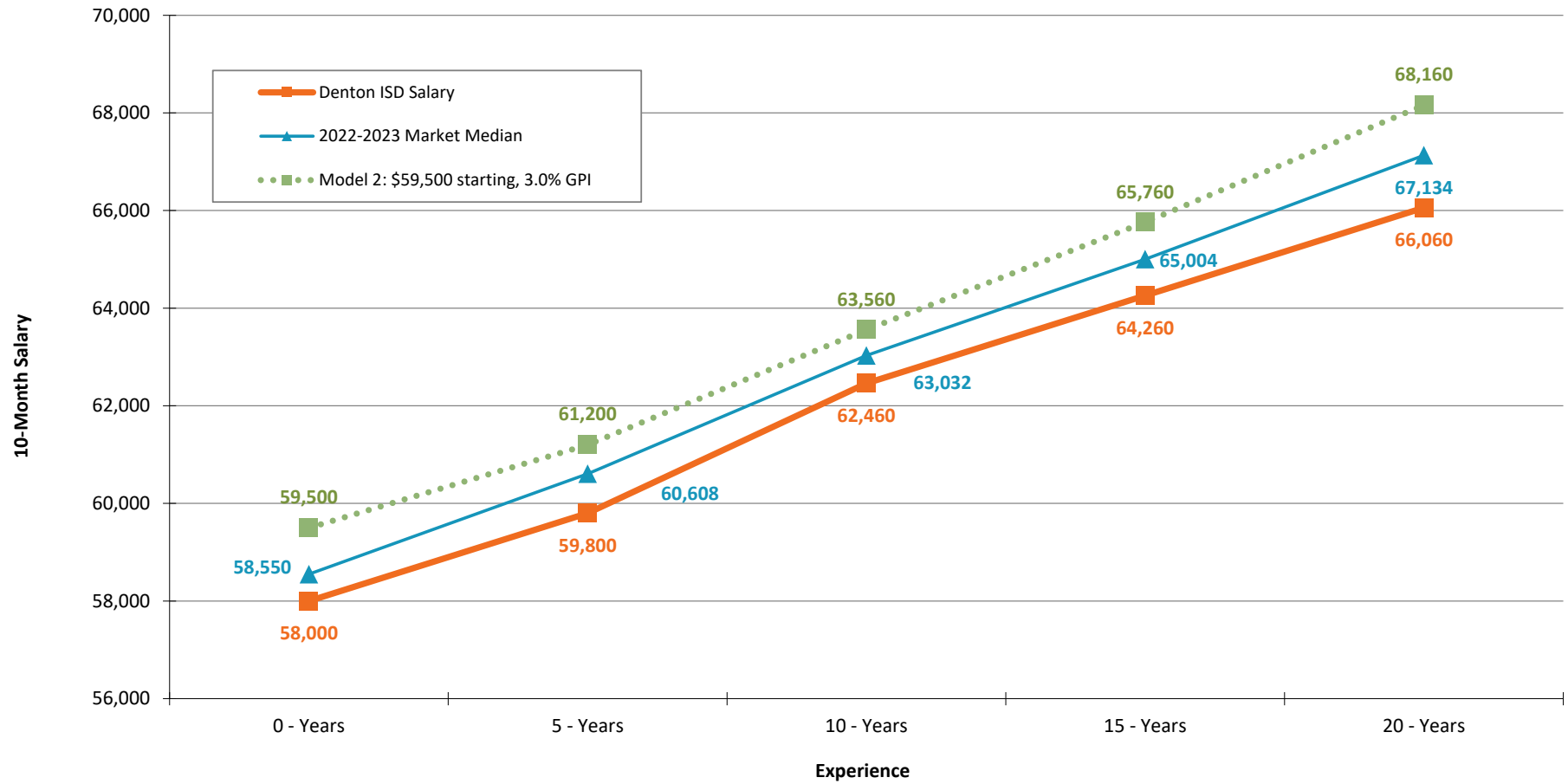
Current Market Median			Exp Diff
Value	Compare Before	Compare After	

0 Years			
58,550	99%	102%	
			400
			350
			350
			300
5 Years			
60,608	99%	101%	
			300
			500
			300
			300
			500
10 Years			
63,032	99%	101%	
			760
			800
			300
			300
			400
15 Years			
65,004	99%	101%	
			400
			400
			400
			400
			600
20 Years			
67,134	98%	102%	
			600
			300
			300
			300
			300
			300

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

Pay Range Minimum	\$59,500	Pay Range Maximum	\$82,900
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Teacher Salary Plan 2022-2023 Market Comparison
Model 2: \$59,500 starting, 3.0% GPI



Teachers and Librarians Salary Plan Development
Denton ISD
 Model 3: \$60,200 starting, 4.0% GPI

2022-2023 Years of Exp	2022-2023 New Hire Salary	4.0% General Pay + Increase	Additional + Adjustment	=	2023-2024 Years of Exp	2023-2024 Proposed New Hire Salary
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					0	→ \$60,200
0	→	\$58,000	+	\$2,550	+	= 1 \$60,550
1		\$58,350	+	\$2,550	+	= 2 \$60,900
2		\$58,700	+	\$2,550	+	= 3 \$61,250
3		\$59,000	+	\$2,550	+	= 4 \$61,550
4		\$59,300	+	\$2,550	+	= 5 \$61,850
5		\$59,800	+	\$2,550	+	= 6 \$62,350
6		\$60,100	+	\$2,550	+	= 7 \$62,650
7		\$60,400	+	\$2,550	+	= 8 \$62,950
8		\$60,900	+	\$2,550	+	= 9 \$63,450
9		\$61,660	+	\$2,550	+	= 10 \$64,210
10		\$62,460	+	\$2,550	+	= 11 \$65,010
11		\$62,760	+	\$2,550	+	= 12 \$65,310
12		\$63,060	+	\$2,550	+	= 13 \$65,610
13		\$63,460	+	\$2,550	+	= 14 \$66,010
14		\$63,860	+	\$2,550	+	= 15 \$66,410
15		\$64,260	+	\$2,550	+	= 16 \$66,810
16		\$64,660	+	\$2,550	+	= 17 \$67,210
17		\$64,960	+	\$2,550	+	= 18 \$67,510
18		\$65,260	+	\$2,550	+	= 19 \$67,810
19		\$65,660	+	\$2,550	+	= 20 \$68,210
20		\$66,060	+	\$2,550	+	= 21 \$68,610
21		\$66,360	+	\$2,550	+	= 22 \$68,910
22		\$66,660	+	\$2,550	+	= 23 \$69,210
23		\$66,960	+	\$2,550	+	= 24 \$69,510
24		\$67,260	+	\$2,550	+	= 25+ \$69,810
25+		\$67,560				

Current Market Median			Exp Diff
Value	Compare Before	Compare After	

0 Years			
58,550	99%	103%	
			350
			350
			350
5 Years			300
60,608	99%	102%	300
			500
			300
			300
10 Years			500
63,032	99%	102%	760
			800
			300
			300
15 Years			400
65,004	99%	102%	400
			400
			400
			300
20 Years			300
67,134	98%	102%	400
			400
			300
			300
			300

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

Pay Range Minimum	\$60,200	Pay Range Maximum	\$83,600
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Teacher Salary Plan 2022-2023 Market Comparison
Model 3: \$60,200 starting, 4.0% GPI

