



06CH010978 – FY 21  
COLA GRANT (*Cost of Living Adjustment*)  
APPLICATION

Policy Council Approved: 4/12/2021

Governing Board Approved:

**COLA  
(COST OF LIVING ADJUSTMENT)  
TABLE OF CONTENTS**

PERMISSION TO FILE LETTERS

SF424B

Budget Narrative/ Justification.....	1
Payroll Projection.....	4
Salary Comparisons.....	6

# 06CH010978 – FY21 - BUDGET NARRATIVE/JUSTIFICATION-COLA

Policy Council Approval:

Governing Board Approval:

The Denton Independent School District Head Start Program is requesting \$17,754 for the 2021-2022 school year.

The funding is needed as follows:

**COLA:**     \$17,754

## **FEDERAL:**

The \$17,754 will be spent to cover salary increases for the program’s personnel. The program has twenty-eight (28) employees whose salaries are fully paid for by Head Start funds. Eleven (11) teachers, eleven (11) teacher’s aides, one (1) social worker, one (1) education specialist, one (1) family, parent & community engagement specialist, one (1) family services aide, one (1) facility safety manager/clerical and one (1) mental health specialist assistant. The Director’s salary and other Head Start related staff are paid fully by the Denton Independent School District. The Denton Independent School District is projecting a 2% pay raise for 2021-2022 school year. The Denton ISD Head Start personnel would receive this same projected 2% increase. The Head Start personnel pay raise would use the COLA increase of 1.368% toward the 2% increase

of salaries. Salaries must stay competitive with the area school districts, which accounts for the percentage of personnel and fringe in excess of the normal 60-80% of the federal budget. The school district's proposed pay raise is based on a steady scheduled stream of incremental pay raises which the district provides to stay competitive. All DISD Head Start staff are paid based on the school district's salary schedule. A salary schedule with the COLA of 1.368% increase is enclosed.

The Head Start teacher's and teacher aides' salaries for whom these funds will be utilized fall under the school district's employee wage and salary schedules, i.e., teachers, teacher aides, office aides, etc. These schedules have been established by the school district's board of trustees and are updated annually as recommended by the superintendent and the director of personnel. Their salary recommendations are based on comparable salary data from school districts within the North Central Texas area as well as the Ft. Worth, Dallas Metroplex.

The salaries paid for certified teachers and teacher aides are comparable with other school districts in the metroplex and across the state of Texas. Salary comparisons for the area are included in this application.

In closing, the requested COLA funding will be used to assist with the projected 2% raise for all Head Start employees. The COLA will allow the Denton ISD Head Start program to retain and recruit qualified personnel.

**NON-FEDERAL**

The Denton ISD Head Start Program is requesting COLA funds in the amount of \$17,754.

The district's non-federal share is \$4,438 with a total grant amount of \$22,192 for 2021-2022 school year.

Ann Windle School for Young Children is under Denton Independent School District. The facility is located at 901 Audra Lane, Denton, TX, 76209.

Volunteer hours are calculated in the amount of \$18.00 per hour for assistance in the classroom and helping the teachers to prepare lesson materials. Through February 2021, our volunteer hours for Ann Windle School for Young Children, totaled 7,762. Calculated in the amount of \$18.00 per hour, that total is \$139,716 which exceeds our district's non-federal share. We have approximately 230 volunteers that help with preparation of instructional classroom materials, Policy Council meetings (10 monthly meetings, 2 hours each, 22 volunteers), Parent Committee meetings (10 monthly meetings, 2 hours each, 15 volunteers), Board members (10 monthly meetings, 2 hours each, 1-2 volunteers) and community members.

Position	Current Annual Salary	Medicare & Workers Comp with Increase of 1.368%	Retirement Increase 1.368%	Insurance	Stipends	Revised Annual Salary	Increase of Salary with COLA	Increase of Fringe with COLA	Total Increase of Salary and Fringe
<b>EDUCATION SPECIALIST</b>	64,325	1,151	7,140	12	-	72,629	880	113	993
<b>SUB-TOTAL EDUCATION SPECIALSIT SALARY</b>	<b>64,325</b>	<b>1,151</b>	<b>7,140</b>	<b>12</b>	<b>-</b>	<b>72,629</b>	<b>880</b>	<b>113</b>	<b>993</b>
<b>Teacher 1</b>	64,478	1,154	7,157	12	2,000	74,801	882	114	996
<b>Teacher 2</b>	59,296	1,124	6,970	3,132	5,500	76,022	811	105	916
<b>Teacher 3</b>	64,072	1,147	7,112	3,132	2,000	77,462	877	113	989
<b>Teacher 4</b>	61,735	1,168	7,241	3,132	5,500	78,775	845	109	953
<b>Teacher 5</b>	61,735	1,168	7,241	12	5,500	75,655	845	109	953
<b>Teacher 6</b>	62,954	1,127	6,988	12	2,000	73,081	861	111	972
<b>Teacher 7</b>	57,711	1,033	6,406	12	2,000	67,162	789	102	891
<b>Teacher 8</b>	59,296	1,124	6,970	3,132	5,500	76,022	811	105	916
<b>Teacher 9</b>	61,735	1,105	6,853	12	2,000	71,704	845	109	953
<b>Teacher 10</b>	62,040	1,173	7,275	12	5,500	75,999	849	109	958
<b>Teacher 11</b>	58,118	1,040	6,451	3,132	2,000	70,741	795	102	898
<b>SUB-TOTAL TEACHER SALARY</b>	<b>673,169</b>	<b>12,363</b>	<b>76,664</b>	<b>15,732</b>	<b>39,500</b>	<b>817,428</b>	<b>9,209</b>	<b>1,187</b>	<b>10,396</b>
<b>Teacher Aide 1</b>	27,003	490	3,071	3,132	-	34,032	369	48	417
<b>Teacher Aide 2</b>	27,633	495	3,067	3,132	-	34,326	378	49	427
<b>Teacher Aide 3</b>	25,989	465	2,885	12	-	29,351	356	46	401
<b>Teacher Aide 4</b>	24,975	447	2,772	3,132	-	31,326	342	44	386
<b>Teacher Aide 5</b>	22,257	398	2,470	3,132	-	28,257	304	39	344
<b>Teacher Aide 6</b>	23,378	418	2,595	3,132	-	29,523	319	41	360
<b>Teacher Aide 7</b>	21,750	389	2,414	12	-	24,565	298	38	336
<b>Teacher Aide 8</b>	21,412	383	2,377	3,132	-	27,304	293	38	331
<b>Teacher Aide 9</b>	22,118	396	2,455	3,132	-	28,101	303	39	342
<b>Teacher Aide 10</b>	19,123	342	2,123	12	-	21,600	262	34	296
<b>Teacher Aide 11</b>	20,506	367	2,276	3,132	-	26,280	281	36	317
<b>SUB-TOTAL TEACHER AIDE SALARY</b>	<b>256,143</b>	<b>4,592</b>	<b>28,506</b>	<b>25,089</b>	<b>-</b>	<b>314,330</b>	<b>3,503</b>	<b>452</b>	<b>3,955</b>

<b>SOCIAL WORKER (ERSEA)</b>	62,754	1,123	6,966	12	-	70,855	858	111	969
<b>PFCE: FAMILY SERVICES AIDE</b>	19,814	355	2,199	12	-	22,380	271	35	306
<b>PFCE: PFCE SPECIALIST</b>	28,001	501	3,108	3,132	-	34,742	384	49	433
<b>SUB-TOTAL PFCE PERSONNEL</b>	<b>110,570</b>	<b>1,979</b>	<b>12,273</b>	<b>3,156</b>	<b>-</b>	<b>127,978</b>	<b>1,513</b>	<b>195</b>	<b>1,708</b>
<b>MENTAL HEALTH SPECIALIST ASSISTANT</b>	19,927	357	2,212	3,132	-	25,628	273	35	308
<b>SUB-TOTAL OTHER CS PERSONNEL</b>	<b>19,927</b>	<b>357</b>	<b>2,212</b>	<b>3,132</b>	<b>-</b>	<b>25,628</b>	<b>273</b>	<b>35</b>	<b>308</b>
<b>FACILITY SAFETY MANAGER/CLERICAL</b>	25,498	456	2,830	12	-	28,796	349	45	394
<b>SUB-TOTAL OTHER CS PERSONNEL</b>	<b>25,498</b>	<b>456</b>	<b>2,830</b>	<b>12</b>	<b>-</b>	<b>28,796</b>	<b>349</b>	<b>45</b>	<b>394</b>
<b>TOTAL PERSONNEL</b>	<b>1,149,632</b>	<b>20,891</b>	<b>127,339</b>	<b>47,133</b>	<b>39,500</b>	<b>1,384,495</b>	<b>15,727</b>	<b>2,027</b>	<b>\$ 17,754</b>



# UNITED EDUCATORS ASSOCIATION

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## Comparison of Teacher Salaries in the Eastern Metroplex School Year 2020 - 2021 | BA / BS Degree

YEAR	0	YEAR	5	YEAR	10	YEAR	15	YEAR	20	YEAR	25	YEAR	30							
1	HEB	57700	1	Dallas	61200	1	Irving	63763	1	Irving	64773	1	Irving	66448	1	Irving	69341	1	Irving	73423
2	Grand Prairie	56650	2	HEB	60526	2	Dallas	63400	2	HEB	63352	2	HEB	66147	2	HEB	69151	2	HEB	73270
3	Arlington	56500	3	Irving	60023	3	HEB	61811	3	Keller	63328	3	Frisco	65250	3	Ft Worth	67749	3	Ft Worth	72658
3	Dallas	56500	4	Arlington	58600	4	Ft Worth	60605	4	Ft Worth	63193	4	Ft Worth	65241	4	Keller	67736	4	Keller	71835
5	CFB	56450	5	Mansfield	58456	5	Keller	60604	5	Frisco	63050	5	Keller	65142	5	Frisco	67250	5	Frisco	71030
6	Mansfield	56019	6	Grand Prairie	58200	6	Arlington	60600	6	Mansfield	62768	6	Arlington	64600	6	Mansfield	67093	6	Mansfield	70600
7	Irving	56000	7	Ft Worth	58067	7	Mansfield	60498	7	Arlington	62600	7	Mansfield	64192	7	Arlington	66600	7	Arlington	69440
7	Keller	56000	8	Keller	57715	8	Frisco	60400	8	Denton	61360	8	Lewisville	63142	8	Lewisville	65210	8	Lewisville	68678
9	Coppell	55600	9	Frisco	57650	9	Denton	59860	9	CFB	61125	9	Denton	63060	9	Denton	64960	9	Denton	68431
10	Denton	55500	10	Lewisville	57389	10	Grand Prairie	59688	10	Grand Prairie	60976	10	CFB	62995	10	CFB	64865	10	CFB	68370
10	Ft Worth	55500	11	CFB	57385	11	CFB	59255	11	Lewisville	60939	11	Grand Prairie	62902	11	Carroll	64813	11	Carroll	67250
12	Lewisville	55385	12	Denton	57200	12	Lewisville	59189	12	Carroll	60761	12	Carroll	62786	12	Birdville	64396	12	Birdville	66735
13	Carroll	55200	13	Carroll	56889	13	Garland	58644	13	Garland	60320	13	Birdville	62211	13	Grand Prairie	64393	13	Grand Prairie	66502
14	Birdville	55000	14	Garland	56707	14	Carroll	58547	14	Birdville	60211	14	Little Elm	62070	14	Garland	63515	14	Garland	65218
15	Frisco	54900	15	Birdville	56306	15	Grapevine	58296	15	Grapevine	59796	15	Garland	62014	15	Little Elm	63170	15	Little Elm	65210
15	Garland	54900	16	Grapevine	56296	16	Birdville	58231	16	Little Elm	58920	16	Grapevine	61296	16	Grapevine	62796	16	Grapevine	63515
17	Richardson	54250	17	Richardson	55625	17	Richardson	57000	17	Richardson	58375	17	Richardson	59750	17	DeSoto	61434	17	DeSoto	63170
18	Grapevine	54000	18	Little Elm	55150	18	Little Elm	56770	18	Duncanville	57100	18	Duncanville	59200	18	Richardson	61025	18	Richardson	61025
18	Little Elm	54000	19	Duncanville	54000	19	Duncanville	55500	19	DeSoto	57050	19	DeSoto	58550	19	Duncanville	59800	19	Duncanville	59800
20	Duncanville	53000	20	DeSoto	53550	20	DeSoto	55350	20	Coppell	**	20	Coppell	**	20	Coppell	**	20	Coppell	**
21	DeSoto	52000	21	Coppell	**	21	Coppell	**	21	Dallas	**	21	Dallas	**	21	Dallas	**	21	Dallas	**

**Note: This comparison is for base salaries only. It does not include stipends of any kind.**

\*\*Coppell ISD pays teachers on a salary range and Dallas ISD pays under a pay-for-performance scheme. Exact salaries cannot be determined.





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YEAR	0	YEAR	5	YEAR	10	YEAR	15	YEAR	20	YEAR	25	YEAR	30
1	HEB 59700	1	HEB 62787	1	Irving 65263	1	Irving 66273	1	Irving 68448	1	Irving 71341	1	HEB 76237
2	CFB 58250	2	Irving 61547	2	HEB 64996	2	HEB 65835	2	HEB 68316	2	HEB 71151	2	Irving 75923
3	Mansfield 58090	3	Dallas 61200	3	Dallas 63400	3	Mansfield 64994	3	Ft Worth 67072	3	Mansfield 69319	3	Ft Worth 74768
4	Arlington 58000	4	Mansfield 60671	4	Mansfield 62724	4	Ft Worth 64491	4	Mansfield 66418	4	Ft Worth 69247	4	Mansfield 74061
5	Grand Prairie 57650	5	Arlington 60100	5	Arlington 62100	5	Keller 64328	5	Frisco 66250	5	Keller 68736	5	Arlington 72100
6	Irving 57500	6	Grand Prairie 59200	6	Ft Worth 61738	6	Arlington 64100	6	Keller 66142	6	Frisco 68250	6	Keller 72030
7	Denton 57250	7	CFB 59185	7	Denton 61610	7	Frisco 64050	7	Arlington 66100	7	Arlington 68100	7	Denton 71190
8	Keller 57000	8	Ft Worth 59101	8	Keller 61604	8	Denton 63110	8	Denton 64810	8	Denton 66710	8	Birdville 69931
9	Coppell 56800	9	Denton 58950	9	Frisco 61400	9	CFB 62925	9	CFB 64795	9	CFB 66665	9	Grapevine 69678
10	Birdville 56500	10	Keller 58715	10	CFB 61055	10	Grand Prairie 61976	10	Lewisville 64142	10	Lewisville 66210	10	Carroll 69370
10	Dallas 56500	11	Frisco 58650	11	Grand Prairie 60688	11	Lewisville 61939	11	Grand Prairie 63902	11	Birdville 65896	11	CFB 68535
10	Ft Worth 56500	12	Lewisville 58389	12	Lewisville 60189	12	Carroll 61761	12	Carroll 63786	12	Carroll 65813	12	Frisco 68250
13	Lewisville 56385	13	Garland 58007	13	Garland 59944	13	Birdville 61711	13	Birdville 63711	13	Grand Prairie 65393	13	Grand Prairie 67502
14	Carroll 56200	14	Carroll 57889	14	Birdville 59731	14	Garland 61620	14	Little Elm 63570	14	Garland 64815	14	DeSoto 66218
14	Garland 56200	15	Birdville 57806	15	Carroll 59547	15	Grapevine 60796	15	Garland 63314	15	Little Elm 64670	15	Lewisville 66210
16	Frisco 55900	16	Grapevine 57296	16	Grapevine 59296	16	Little Elm 60420	16	Grapevine 62296	16	Grapevine 63796	16	Garland 64815
17	Little Elm 55500	17	Little Elm 56650	17	Little Elm 58270	17	Richardson 58375	17	Duncanville 60200	17	DeSoto 62434	17	Little Elm 64670
18	Grapevine 55000	18	Richardson 55625	18	Richardson 57000	18	Duncanville 58100	18	Richardson 59750	18	Richardson 61025	18	Richardson 61025
19	Richardson 54250	19	Duncanville 55000	19	Duncanville 56500	19	DeSoto 58050	19	DeSoto 59550	19	Duncanville 60800	19	Duncanville 60800
20	Duncanville 54000	20	DeSoto 54550	20	DeSoto 56350	20	Coppell **	20	Coppell **	20	Coppell **	20	Coppell **
21	DeSoto 53000	21	Coppell **	21	Coppell **	21	Dallas **	21	Dallas **	21	Dallas **	21	Dallas **

### Why Does UEA Publish This Salary Comparison?

For the past 27 years, UEA has published a comparison of teachers' salaries from area school districts. It allows teachers the opportunity to see how their district compares to others. It also proves to be a valuable tool that superintendents, administrators, and school boards use in determining salaries. Just like our regular newsletter, this will be distributed to over 90,000 school employees.

**\*\*Coppell ISD pays teachers on a salary range and Dallas ISD pays under a pay-for-performance scheme. Exact salaries cannot be determined.**

**Denton ISD**  
**Teacher Salary Plan Comparisons, 2020-2021**

District	Student Enrollment	Number of Teachers	0-Year Salary	5-Year Salary	10-Year Salary	15-Year Salary	20-Year Salary	Max Yrs Credit	Last % Increase
1 Hurst-Euleless-Bedford ISD	22,668	1,447	\$57,700	\$60,526	\$61,811	\$63,352	\$66,147	42	1.5%
2 McKinney ISD	24,585	1,653	\$56,850	\$58,450	\$60,950	\$63,450	\$65,950	20	4.2%
3 Arlington ISD	60,000	4,081	\$56,500	\$58,600	\$60,600	\$62,600	\$64,600	30	4.0%
4 Carrollton-Farmers Branch ISD	24,387	1,738	\$56,450	\$57,385	\$59,255	\$61,125	\$62,995	30	2.0%
5 Mansfield ISD	34,794	2,239	\$56,019	\$58,456	\$60,498	\$62,768	\$64,192	30	1.0%
6 Irving ISD	32,001	2,214	\$56,000	\$60,023	\$63,763	\$64,773	\$66,448	40	2.2%
7 Keller ISD	35,000	2,472	\$56,000	\$57,715	\$60,604	\$63,328	\$65,142	30	0.0%
8 Eagle Mountain-Saginaw ISD	20,857	1,414	\$56,000	\$57,300	\$59,200	\$61,261	\$63,542	30	2.0%
9 Northwest ISD	25,194	1,780	\$56,000	\$57,100	\$58,650	\$60,450	\$62,700	30	1.0%
10 Lewisville ISD	49,208	3,558	\$55,385	\$57,389	\$59,189	\$60,939	\$63,142	25	2.0%
11 Allen ISD	21,538	1,398	\$55,250	\$58,624	\$60,429	\$61,988	\$63,652	33	1.5%
12 Birdville ISD	22,414	1,593	\$55,000	\$56,306	\$58,231	\$60,211	\$62,211	30	0.0%
13 Plano ISD	50,080	4,009	\$55,000						2.0%
14 Frisco ISD	63,372	4,639	\$54,900	\$57,650	\$60,400	\$63,050	\$65,250	25	1.5%
15 Garland ISD	53,897	3,742	\$54,900	\$56,707	\$58,644	\$60,320	\$62,014	25	1.0%
<b>Denton ISD</b>	<b>30,470</b>	<b>2,295</b>	<b>\$55,500</b>	<b>\$57,200</b>	<b>\$59,860</b>	<b>\$61,360</b>	<b>\$63,060</b>	<b>25</b>	<b>2.0%</b>
25th Percentile			\$55,125	\$57,321	\$59,192	\$60,986	\$63,032	26	1.0%
Median			\$56,000	\$57,683	\$60,415	\$62,294	\$63,922	30	1.5%
75th Percentile			\$56,235	\$58,564	\$60,603	\$63,259	\$65,223	30	2.0%
<b>Comparison to Median Dollar Difference</b>			<b>99% (\$500)</b>	<b>99% (\$483)</b>	<b>99% (\$555)</b>	<b>99% (\$934)</b>	<b>99% (\$862)</b>		

**Denton ISD**  
**Teacher Stipend Comparisons, 2020-2021**

District	Student Enrollment	Master's Degree	Secondary Math	Secondary Science	Special Education General/Resource	Special Education Self-Contained	Bilingual	ESL General	ESL Dual Language	Campus Assignment
1 Allen ISD	21,538	\$1,100	\$1,800	\$1,800	\$1,800	\$4,000	\$4,000			
2 Arlington ISD	60,000	\$1,500			\$1,350	\$1,350	\$3,000			\$1,500
3 Birdville ISD	22,414	\$1,500								
4 Carrollton-Farmers Branch ISD	24,387	\$1,800	\$3,000	\$3,000			\$4,000			
5 Eagle Mountain-Saginaw ISD	20,857	\$1,500					\$3,641			
6 Frisco ISD	63,372	\$1,000	\$2,000	\$2,000		\$2,000	\$4,000	\$1,200		
7 Garland ISD	53,897	\$3,000	\$3,000	\$3,000	\$2,000	\$3,500	\$4,000			
8 Hurst-Euless-Bedford ISD	22,668	\$2,000					\$3,921			
9 Irving ISD	32,001		\$2,000	\$2,000		\$3,500	\$3,000			
10 Keller ISD	35,000	\$1,000				\$2,040	\$3,570			
11 Lewisville ISD	49,208	\$1,000				\$2,500	\$3,000			
12 Mansfield ISD	34,794						\$3,680	\$1,575		
13 McKinney ISD	24,585	\$1,500					\$3,000	\$3,000	\$3,000	
14 Northwest ISD	25,194	\$2,000					\$3,000			
15 Plano ISD	50,080	\$2,000				\$1,500	\$3,000			
<b>Denton ISD</b>	<b>30,470</b>	<b>\$1,750</b>					<b>\$3,500</b>		<b>\$3,500</b>	<b>\$5,000</b>
<b>Median Stipend</b>		<b>\$1,500</b>	<b>\$2,000</b>	<b>\$2,000</b>	<b>\$1,800</b>	<b>\$2,270</b>	<b>\$3,606</b>	<b>\$1,575</b>	<b>\$3,000</b>	<b>\$1,500</b>
<b>Average Stipend</b>		<b>\$1,608</b>	<b>\$2,360</b>	<b>\$2,360</b>	<b>\$1,717</b>	<b>\$2,549</b>	<b>\$3,487</b>	<b>\$1,925</b>	<b>\$3,000</b>	<b>\$1,500</b>
<b>Count</b>		<b>13</b>	<b>5</b>	<b>5</b>	<b>3</b>	<b>8</b>	<b>14</b>	<b>3</b>	<b>1</b>	<b>1</b>
<i>Dollar Difference from Median</i>		\$250					(\$106)		\$500	\$3,500

**Footnotes:**

- Special Education General/Resource:
  - Allen ISD - R2, HOPE, ALC, SLC, FA, ECSE
- Special Education Self-Contained:
  - Allen ISD - PAS-Self Contained
  - Irving ISD - Life Skills & PASS
  - Keller ISD - CORE, STACC, STARS, Life, ECSE, Adult Transition
  - Lewisville ISD - SAC/COM/AVIS/FLS/BIC/PPCD/LIFE SKILLS/HOME TRAINER
  - Plano ISD - Must meet criteria to be eligible

# Denton ISD

## Market Comparisons, 2020-2021

Positions Sorted by Benchmark Position

### Instructional Support

Benchmark Position		District Job Title		Note	Districts Reporting	2020-2021 Market Rate	2020-2021 District Rate	2020-2021 District Rate Compared to Market	2020-2021 District Pay Range Midpoint	2020-2021 Pay Range Midpoint Compared to Market
1	Braillelist	Braillelist, SPEC		NS		\$17.31	\$18.20	105%	\$17.65	102%
2	Classroom Teacher Aide	Aide, General		M	15	\$15.12	\$14.60	97%	\$15.00	99%
3	Deaf-Education Interpreter (Basic)	Deaf Ed Inter 1 (Cert)		C	5	\$25.37	\$25.13	99%	\$26.03	103%
4	Library Aide	Aide, Library		M	12	\$15.51	\$14.90	96%	\$16.05	104%
5	Licensed Vocational Nurse (LVN)	Licensed Vocational Nurse		C	8	\$22.60	\$23.16	102%	\$26.03	115%
6	Special Education Aide - General/Resource	Aide, Sped General		M	15	\$15.43	\$14.77	96%	\$16.05	104%
7	Special Education Aide - Self-Contained	Aide, SPED AFS/FLS/PABS/Etc.		M	12	\$15.44	\$15.70	102%	\$17.65	114%
<b>District Comparison to Market</b>						<b>2020-2021 Pay</b>		<b>100%</b>	<b>Plan</b>	<b>106%</b>

#### Notes

- M Market salary is median of reporting comparison districts
- C Market salary is average of non-school and school markets
- NS Market salary is median value of non-school market

Summary of Pay Comparisons to Market	Above (Over 110%) At market (90% - 110%) Below (Less than 90%)	- 7 -

# Denton ISD

## Market Comparisons, 2020-2021

Positions Sorted by Benchmark Position

### Professional

Benchmark Position	District Job Title	Diff in Days	Note	Districts Reporting	2020-2021 Market Salary	2020-2021 District Salary	2020-2021 District Salary Compared to Market	2020-2021 District Pay Range Midpoint	2020-2021 Pay Range Midpoint Compared to Market
1 Accountant (Degreed)	Accountant	2	C	14	\$79,631	\$76,473	96%	\$85,963	108%
2 Agriculture Science Teacher	Agriculture	4	M	13	\$70,119	\$71,127	101%	\$70,537	101%
3 Athletic Trainer	Health Science Tech & Athletic Trainer	0	M	15	\$73,217	\$67,615	92%	\$70,396	96%
4 Behavior Specialist	Specialist, SPED Behavior	10	M	15	\$65,250	\$68,566	105%	\$64,025	98%
5 Custodial Supervisor	Supervisor, Custodial Svc	-30	M	9	\$78,666	\$57,997	74%	\$59,800	76%
6 Diagnostician	Diagnostician, SPED	1	M	15	\$71,144	\$69,139	97%	\$73,629	103%
7 District Child Nutrition Supervisor	Supervisor, Child Nutr	-29	M	11	\$58,091	\$56,103	97%	\$64,025	110%
8 District PEIMS Specialist	Specialist, CTE PEIMS	-13	M	10	\$55,063	\$60,505	110%	\$68,250	124%
9 District Testing Coordinator	Coordinator, Testing	4	M	11	\$92,499	\$87,016	94%	\$91,979	99%
10 Head Football Coach	Athletic Coordinator	4	M	15	\$114,674	\$125,455	109%	\$113,245	99%
11 High School Band Director	Band Director, Head	-5	M	15	\$89,000	\$93,075	105%	\$98,019	110%
12 Instructional Coach (Campus Level)	Instructional Coach	10	M	14	\$66,471	\$62,983	95%	\$63,451	95%
13 Instructional Coordinator	Coordinator, Instruction	-6	M	14	\$89,282	\$83,694	94%	\$87,980	99%
14 Instructional Technology Specialist	Specialist, Online/Blend	10	M	13	\$76,859	\$79,828	104%	\$85,963	112%
15 Librarian	Librarian	0	M	15	\$66,042	\$65,218	99%	\$61,196	93%
16 Licensed Specialist in School Psychology	LSSP, SPED	-1	M	15	\$70,631	\$67,356	95%	\$73,629	104%
17 Maintenance Supervisor	Supervisor, Maintenance	-19	C	12	\$75,437	\$68,908	91%	\$74,741	99%
18 Nurse (RN)	Nurse	0	C	15	\$63,267	\$59,651	94%	\$60,775	96%
19 Occupational Therapist	Therapist, SPED Occup	10	C	15	\$70,588	\$66,408	94%	\$73,629	104%
20 Payroll Supervisor	Manager, Payroll	-6	M	8	\$69,724	\$94,263	135%	\$91,979	132%
21 Physical Therapist	Therapist, SPED Physical	10	C	13	\$72,854	\$73,058	100%	\$73,629	101%
22 ROTC Instructor	ROTC	-14	M	11	\$79,061	\$80,387	102%	\$66,350	84%
23 School Counselor - ES	Counselor, Elem	-7	M	15	\$69,942	\$66,137	95%	\$69,891	100%
24 School Counselor - HS	Counselor, PG/Career/Sec (HS Locs)	-1	M	15	\$75,618	\$72,704	96%	\$76,993	102%
25 School Counselor - MS	Counselor, PG/Career/Sec	6	M	15	\$72,500	\$72,034	99%	\$76,993	106%
26 Social Worker	Social Worker, Campus	9	C	11	\$65,192	\$61,181	94%	\$65,650	101%

**Denton ISD**

**Market Comparisons, 2020-2021**

Positions Sorted by Benchmark Position

Professional

Benchmark Position	District Job Title	Diff in Days	Note	Districts Reporting	2020-2021 Market Salary	2020-2021 District Salary	2020-2021 District Salary Compared to Market	2020-2021 District Pay Range Midpoint	2020-2021 Pay Range Midpoint Compared to Market
27	Speech-Language Pathologist	0	C	15	\$66,859	\$64,246	96%	\$69,891	105%
28	Warehouse Supervisor	-30	M	15	\$62,608	\$61,686	99%	\$59,800	96%
<b>District Comparison to Market</b>					<b>2020-2021 Pay</b>		<b>99%</b>	<b>Plan</b>	<b>102%</b>

**Notes**

- M Market salary is median of reporting comparison districts
- C Market salary is average of non-school and school markets

Summary of Pay Comparisons to Market		
Above (Over 110%)	1	
At market (90% - 110%)	26	
Below (less than 90%)	1	

**Denton ISD**

**Market Comparisons, 2020-2021**

Positions Sorted by Benchmark Position

**Clerical**

Benchmark Position	District Job Title	Note	Districts Reporting	2020-2021 Market Rate	2020-2021 District Rate	2020-2021 District Rate Compared to Market	2020-2021 District Pay Range Midpoint	2020-2021 Pay Range Midpoint Compared to Market
1	Accounting Clerk	Specialist, Accounting	C	\$24.19	\$23.18	96%	\$26.03	108%
2	Accounts Payable Clerk	Specialist, Ap/Purch	C	\$22.66	\$20.91	92%	\$22.73	100%
3	Bookkeeper - HS	Bookkeeper, High School	C	\$20.63	\$20.54	100%	\$22.73	110%
4	Campus Attendance/PEIMS Data Clerk - ES	Clerk, Attendance @ Elem	M	\$17.76	\$14.98	84%	\$16.05	90%
5	Campus Attendance/PEIMS Data Clerk - HS	Clerk, Attendance @ Sec (HS Locs)	M	\$18.89	\$18.35	97%	\$17.65	93%
6	Campus Attendance/PEIMS Data Clerk - MS	Clerk, Attendance @ Sec (MS Locs)	M	\$18.11	\$16.30	90%	\$17.65	97%
7	Campus Secretary	Secretary, Ap @ Hs	M	\$19.00	\$18.96	100%	\$20.30	107%
8	Certification Specialist	Specialist, Hr	M	\$29.66	\$27.10	91%	\$26.03	88%
9	Director Secretary	Admin Asst, Director	M	\$22.90	\$21.58	94%	\$22.73	99%
10	Employee Benefits Specialist	Specialist, Insurance	M	\$28.35	\$25.19	89%	\$26.03	92%
11	Executive Administrative Secretary	Admin Asst, Area Super/Exec Dir	M	\$30.05	\$27.12	90%	\$28.14	94%
12	Human Resources Specialist	Specialist, Hr Records	M	\$24.49	\$24.28	99%	\$24.55	100%
13	Parent Liaison	Parent Liaison, Be/Esl	M	\$19.58	\$21.42	109%	\$20.30	104%
14	Payroll Clerk	Clerk, Payroll 1	C	\$23.36	\$22.33	96%	\$22.73	97%
15	Principal Secretary - ES	Secretary, Prin @ Ec/EI	M	\$21.37	\$18.86	88%	\$20.30	95%
16	Principal Secretary - HS	Secretary, Prin @ Hs	M	\$22.96	\$23.29	101%	\$24.55	107%
17	Principal Secretary - MS	Secretary, Prin @ Ms	M	\$21.21	\$21.16	100%	\$22.73	107%
18	Purchasing Clerk	Specialist, Ap/Purch	C	\$23.31	\$23.60	101%	\$22.73	98%
19	Receptionist - Central Office	Receptionist, 230 Days	M	\$19.54	\$17.18	88%	\$17.65	90%
20	Registrar - HS	Registrar @ Hs	M	\$19.71	\$18.51	94%	\$20.30	103%
21	Registrar - MS	Registrar @ Ms	M	\$17.66	\$17.59	100%	\$17.65	100%
22	Superintendent Secretary	Admin Asst to Super	M	\$39.53	\$43.25	109%	\$40.62	103%
<b>District Comparison to Market</b>				<b>2020-2021 Pay</b>		<b>96%</b>	<b>Plan</b>	<b>99%</b>

**Notes**

- M Market salary is median of reporting comparison districts
- C Market salary is average of non-school and school markets

Summary of Pay Comparisons to Market	Above (Over 110%) At market (90% - 110%) Below (Less than 90%)	- 18 4