

Denton Independent School District
2022-2023 Compensation Plan Recommendation
April 12, 2022

SUMMARY:

This item requests approval for the DISD 2022-2023 compensation plan. This recommendation will include two parts: a general pay increase for all employees and equity adjustments for other employees whose current salary is below the market median. The recommended general pay increase will be 3.0% of midpoint in each pay grade for all employees. Each teacher and librarian will receive a minimum \$1,850 general pay increase. Teachers and Librarians from step 1 through step 11 and step 19 through step 25 will receive additional pay due to market adjustments. This positively affects 2,510 of our experienced teachers and librarians.

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

PREVIOUS BOARD ACTION:

The Board of Trustees has taken no action on this topic.

BACKGROUND INFORMATION:

The following are compensation recommendations for 2022-2023:

- Increase the starting teaching salary to \$58,000. Provide an average 3% at midpoint general pay increase, at minimum, for all continuing teachers and librarians.
- This includes a minimum \$1,850 pay increase for all teachers and librarians with additional compensation for teachers and librarians on steps 1-11 and steps 19-25 on the teacher pay scale.
- The Summary of Cost Estimate (attached document) addresses all other employee groups.

FISCAL IMPLICATIONS:

The employee groups general pay increase recommendations:

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|-------------------------------|---|
| • Teachers and Librarians | 3.0% of pay range midpoint (\$1,850 minimum pay increase) |
| • Administrative/Professional | 3.0% of pay range midpoint |
| • Information Technology | 3.0% of pay range midpoint |
| • Clerical/Paraprofessional | 3.0% of pay range midpoint |
| • Auxiliary | 3.0% of pay range midpoint |

Summary of Cost Estimates:

- | | |
|-------------------------------|-------------|
| • Teachers, and Librarians | \$5,293,057 |
| • Administrative/Professional | \$1,522,003 |
| • Information Technology | \$ 159,474 |
| • Clerical/Paraprofessional | \$2,194,296 |
| • Auxiliary | \$ 846,570 |
| • Auxiliary Part-Time Only | \$ 45,237 |
| • Bus Drivers | \$ 144,895 |

Subtotal – Implementation General Pay Increase \$7,523,520

Subtotal - Implementation/Equity Adjustments \$2,682,012

Total Cost Estimate: \$10,205,532

BENEFIT OF ACTION:

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

PROCEDURAL AND REPORTING IMPLICATIONS:

N/A

PUBLIC COMMENT RECEIVED:

N/A

ALTERNATIVES:

No alternatives are presented at this time

OTHER COMMENTS:

N/A

SUPERINTENDENT’S RECOMMENDATION:

The superintendent recommends a general pay increase for all employees and the attached equity adjustments for certain employee groups.

STAFF PERSONS RESPONSIBLE:

Dr. Jamie Wilson, Superintendent of Schools
Dr. Scott Niven, Deputy Superintendent
Dr. Robert Stewart, Assistant Superintendent, HR
Mr. Jason Rainey, Executive Director, HR

ATTACHMENTS:

Market Districts; 25 Step Teacher Schedule; Teacher Market Comparison Graph; Summary of Cost Estimates for 2022-2023.

APPROVAL:

Signature of Staff Member Proposing Recommendation: _____

Comments: _____

Signature of Divisional Assistant Superintendent: _____

Comments: _____

Signature of Superintendent: _____

Comments: _____