

# **Executive Summary**

## **Prepared for Board of Trustees Meeting**

### **June 10, 2025**

## **2025-2026 Salary Recommendations**

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### **Board Goal:**

#### **Human Resources...In pursuit of excellence, the district will:**

- Honor the dedication and professionalism of all staff
- Recruit, employ and retain high quality teachers
- Maintain a diverse workforce

### **Purpose of Report:**

This summary will provide the Board of Trustees with information regarding salary increases for Denton ISD staff for the 2025-2026 school year. The proposed recommendation will include a general pay increase for all employees and equity adjustments for employees whose current salary is below the market median.

The general pay increase models for consideration provide for either a 2% or a 3% increase of each pay grade midpoint for all employees. Each classroom teacher will receive a pay increase in alignment with House Bill 2 requirements.

### **Objectives:**

Increase the starting teaching salary. Provide a pay increase aligned with the requirements of House Bill 2 for classroom teachers.

### **Operational Impact:**

- Provide a pay increase aligned with the requirements of House Bill 2 for classroom teachers.
- Provide a pay increase of 2% or 3% to address all other employee groups.

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

### **Other Options:**

N/A