



Denton Independent School District

Stipend Study
2006-2007

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Stipend Study 2006-2007

Background Information

In August 2006, a Stipend Review Committee was formed to review DISD stipends, and make a recommendation to the Superintendent and the DISD Board of Trustees regarding needed adjustments. The budget for the 2006-2007 included \$250,000 for stipend adjustments in the current fiscal and academic year. The Stipend Review Committee included the following members:

Chair- Mr. Jamie Wilson, Assistant Superintendent for Secondary Academic Programs

Committee Members:

Dr. Roger Rutherford, Assistant Superintendent for Elementary Academic Programs
Dennis Stephens, Executive Director of Human Resources
Debbie Monschke, Executive Director of Budget and Finance
Happy Carrico, Executive Director of Curriculum, Instruction, and Staff Development
Barbara Fischer, Principal John Guyer High School
Lisa Glenn, Principal Eugenia Porter Rayzor Elementary
Paul Smith, Director of Classified Personnel
Regina Wright, Human Resource Specialist

In addition, it is important to the members of this committee that many teachers and specialists provided input into the final recommendations of this committee. These individuals are identified in the sub-committee on which they serve. The information provided in this report is a recommendation from the Stipend Review Committee listed above with recommendations from the sub-committees outlined in the following paragraphs.

For the purposes of this study, DISD stipends were divided into four categories (sub-committees): Academics (priority 1), Fine Arts (priority 2), Athletics (priority 3), and Administration (priority 4). Each of these stipend categories is extremely important. However it is not possible to make all recommended adjustments at this time without further study and additional funds in excess of the \$250,000 initial allotment to stipend correction. Within these four categories, the sub-committees reviewed club sponsorship, competitions, leadership, travel, and cell phone use. In addition, this report will include recommendations for future stipend adjustments as well as further analysis.

From this point forward the term *study group* will refer to the group of districts identified for this study.

Study Group:

Frisco ISD

Keller ISD

Carrollton-Farmers Branch ISD

Richardson ISD

Eagle Mountain-Saginaw ISD

McKinney ISD

Northwest ISD

Lewisville ISD

Grapevine-Colleyville ISD

Mansfield ISD

The sub-committees used a variety of methods to obtain stipend salary information. The latest TASB salary survey was used for most information, however, the Fine Arts sub-committee considered additional information by contacting study group districts via phone or email, and the Athletic sub-committee reviewed additional information provided by the UIL in athletic stipend comparisons.

Organization of Stipend Review Committee

Academics (Priority 1):

Committee chaired by Lisa Glenn , Principal, Eugenia Porter Rayzor Elementary and Happy Carrico, Executive Director of Curriculum, Instruction, and Staff Development

Committee Members:

Mary Helen Martin, Director of Elementary Curriculum
Vicky Christenson, Director of Secondary Curriculum
Dalton Gregory, Elementary Principal
DiAnne Allison, Deaf Education Coordinator
Teresa Taylor, Director of Bilingual Education
Val Morgan, Director of Special Education
Kristi Strickland, Associate Principal
Donna Juren, Teacher/UIIL Sponsor
Lara Isbell, Teacher/Department Chair
Angela Whitaker, Secondary Social Studies Coordinator

In addition, the co-chairs of the academic sub-committee conducted an online survey completed by over 400 DISD teachers and staff.

Fine Arts (Priority 2):

Committee chaired by Paul Smith, Director of Classified Personnel

Committee Members:

Dennis Stephens, Executive Director of Human Resources
David McCullar, Director of Fine Arts
Faith Jessup, Art Teacher
Michelle Brians, Orchestra Teacher
Myia Cowles, Theatre Teacher
Susan O'Rear, Elementary Music Teacher
Cecile Johnson, Elementary Music Teacher
David Rives, High School Choir Teacher
Ray Staniszewski, Middle School Band Teacher
Christin Bunch, Middle School Band Teacher
Sammae McAlister, Teacher/MS Cheerleading Sponsor
Roxanne Muncy, High School Drill Team/Dance Teacher
Jamie Covey, High School Teacher/HS Cheerleading Sponsor

Athletics (Priority 3):

Committee chaired by Barbara Fischer, Principal, John Guyer High School, and Dr. Roger Rutherford, Assistant Superintendent for Elementary Academic Programs

Committee Members:

Angela Ricks, HS Assistant Principal
Joey Florence, Campus Coordinator
Heather Stewart, Campus Girls Coordinator
John Walsh, Campus Coordinator
Kenney Howell, Middle School Representative
Ken Purcell, Athletic Director
Martha Crep, Secretary to the Athletic Director

Administration (Priority 4):

Committee chaired by Debbie Monschke, Executive Director of Budget and Finance, and Dennis Stephens, Executive Director of Human Resources

Committee Members:

Regina Wright, Human Resource Specialist

Findings and Recommendations of Stipend Review Committee

Details of committee findings and recommendations are provided by category. In an effort to analyze DISD stipend amounts in comparison to the study group, it was necessary for the committee to establish a norm daily rate in order to convert stipends inclusive of days to a monetary figure. As a result, the committee used the daily rate of an average experience level DISD teacher (\$247.00). This figure is based upon the average experience of a DISD teacher from the 2005-2006 AEIS Report. During the stipend study of the comparison study group, a majority of the districts studied have changed their stipend structure to eliminate days in the extra-duty stipends. This practice has become more common in recent years due to the ever changing school year, and the ability of districts to better budget for additional positions requiring a stipend without consideration of experience of the employee or candidate. The stipend review committee recommends DISD do the same with the exception being in the area of Fine Arts. A move from an extended contract for some of these individuals in Fine Arts would cause these employees to miss a pay period which is not in the best interest of our employees. This change to the current practice would convert current employee stipends provided in additional contract days to a flat stipend amount. This change is recommended in order to better account for instructional dollars in comparison to extracurricular/co-curricular dollars, provide a more consistent stipend amount for position control, and for budgetary purposes.

In order for the conversion to take place in DISD, the committee recommends the district use the average daily rate (\$247.00) for a DISD teacher for conversion of extra days to a flat stipend. In the event that a teacher has a daily rate in excess of the average daily rate(\$247.00), the current daily rate (2006-2007 salary schedule) for that particular employee multiplied by the number of stipend days will determine the stipend for that employee, thus providing a hold harmless provision for the employee.

Academics:

The Findings of the Academic Sub-Committee discovered DISD is below the mean of the identified comparative districts in 15 of the 21 areas studied. DISD is above the mean for comparative districts in 5 of the 21 categories. As a result, the Academics Sub-Committee recommends stipend increases to 15 of the 21 stipends. The total cost of this recommendation is \$166,910. The breakdown of stipend increases is displayed on the spread sheet below:

Academics Recommendation Table

	Extra Duty Assignment	No.	Current	Mean	Proposed	Difference	Cost
1	Dept. Chair/Grade Level						
2	High School	15	500	1,354.00	1,400	900	13,500
3	Middle School	20	500	847.00	1,200	700	14,000
7	Student Council Advisor						
8	High School	3	3,500	816.00	4,470	970	2,910
9	Middle School	5	500	443.00	750	250	1,250
10	UIL Activities						

distributed. Therefore, the committee recommends including these stipend amounts in budget planning for 2007-2008 as long as a job description and criteria are developed for each stipend.

The following recommendations mentioned by committee members require further administrative study and market analysis:

- Bilingual Paraprofessionals-Would require the establishment of criteria for receipt, however, this would allow for translation/better communication with our changing community.
- Academic Leadership Team for HS Teachers-Currently grant funded. If the grant were to discontinue, then the funds would be needed in the district budget.
- Math and Science Incentive Stipend-As high school students are required to take 4 years of math and science for graduation, it will become more difficult to find quality teachers in this high need area. A stipend for these two areas could be considered at that time.
- Academic Decathlon-As our campuses continue to be competitive in this arena, a stipend for this position may become necessary.
- Elementary Competition Sponsors- Teachers sponsoring Spelling Bees, Geography Bees, Reading Olympics, etc.
- High Risk Campuses-Teachers at high risk campuses would receive a stipend for working with our most challenging students.
- ESL (pull-out) - Recommend a \$1500.00 stipend for future consideration. Sheltered Instruction Teacher-Teachers would receive a stipend for each class.

Fine Arts:

The Findings of the Fine Arts Sub-Committee discovered DISD stipends in this area very competitive with surrounding districts in this area. In fact, DISD Fine Arts Stipends are above the mean in 10 areas, and below the mean in 10 areas. The district has the highest stipend in 5 areas when compared against the study group. As a result, the Fine Arts Sub-Committee recommends stipend increases to 10 areas, and small corrections increases for simplicity in accounting in three other areas. The total cost of this recommendation is \$55,469.00. The breakdown of stipend increases is displayed on the Fine Arts Recommendation Table:

Fine Arts Recommendation Table

	Extra Duty Assignment	No.	Current	Mean	Proposed	Difference	Cost
1	BAND		Incl Days @247.00				
2	HIGH SCHOOL HEAD	3	11,669	15,385	15,400	3,731	11,193
3	HIGH SCHOOL ASSISTANT	3	6,693	8,088	8,100	1,407	4,221
4	MIDDLE SCHOOL HEAD	5	6,693	6,886	7,000	307	1,535
5	MIDDLE SCHOOL ASSISTANT	5	1,000	3,400	3,500	2,500	12,500
6	CHOIR						
7	HIGH SCHOOL HEAD	3	9,693	4,607	**7,000		0
8	HIGH SCHOOL ASSISTANT	2	6,693	2,936	**4,000	0	0
9	MIDDLE SCHOOL HEAD	5	1,000	1,656	2,000	1,000	5,000
10	MIDDLE SCHOOL ASSISTANT	1	1,000	N/A	1,000		0
11	ORCHESTRA						
12	HIGH SCHOOL HEAD	3	9,693	6,573	**7,000	0	0
13	HIGH SCHOOL ASSISTANT	0	6,693	3,750	**4,000	0	0
14	MIDDLE SCHOOL HEAD	5	750	3,563	3,000	2,250	11,250
15	*MIDDLE SCHOOL ASSISTANT	0	0	N/A	1,000	1,000	0
16	CHEERLEADING						
17	HIGH SCHOOL SPONSOR	3	4,470	2,718	4,500	30	90
18	HIGH SCHOOL ASST SPONSOR	3	1,000	1,399	1,500	500	1,500
19	MIDDLE SCHOOL SPONSOR	5	1,500	1074	1,500	0	0
20	DANCE / DRILL TEAM						
21	HIGH SCHOOL DIRECTOR	3	7,470	4,370	7,500	30	90
22	THEATRE						
23	HIGH SCHOOL DIRECTOR	3	7,470	3,563	7,500	30	90
24	HIGH SCHOOL ASSISTANT	3	2,000	2,785	3,000	1,000	3,000
25	MIDDLE SCHOOL DIRECTOR	5	1000	1,975	2,000	1,000	5,000
26							
27							
28							
29	Total:						55,469
30	**Freeze Stipend						

The stipend review committee recommends a freeze{**} to the stipend assignments that are significantly above the mean for the study group, allowing current employees to keep their current stipend amounts, however adjusting the stipend amounts for future employees in these areas to the amounts indicated by an asterisk on the Fine Arts Recommendation Table. Also, the Fine Arts Sub-Committee recommends the addition of three stipends (noted earlier) indicated on the table titled Additional Stipends for 2007-2008.

In addition, the Fine Arts Sub-Committee recommends further exploration of the following stipends:

- Elementary Music Programs- The committee recommends a set of criteria be developed to compensate Elementary Music Teachers for their in planning and

directing of elementary musical presentations above and beyond the minimum requirements.

- VASE (Visual Art Scholastic Event) Participation- The committee recommends a set of criteria be developed to compensate art teachers for their involvement in visual arts displays and competitions. Once a criteria is developed, this competition would fall into the same category as UIL events.

Athletics:

The Findings of the Athletics Sub-Committee discovered DISD stipends in this area very competitive with surrounding districts in this area. In fact, DISD athletic stipends are above the mean for 10 positions, and below the mean in 10 other positions. As a result, the Athletics Sub-Committee recommends stipend increases to 10 areas, and minor corrections to 4 areas for simplicity. Other factors taken into consideration included the comparison of stipends from sport-to-sport; for example, Head Volleyball to Head Softball. Recommendations include an equalization adjustment. The total cost of this recommendation is \$21,835.00. The breakdown of stipend increases is displayed on the Athletics Recommendation Table:

Athletics Recommendation Table

	Extra Duty Assignment	No.	Current	Mean	Proposed	Difference	Cost
1	FOOTBALL		Including Days @247.00				
2	HS COORD / 1ST ASSISTANT	6	7,470	7,807	7,800	330	1,980
3	HS ASSISTANT COACH	38	6,970	5,616	6,970	0	0
4	JUNIOR VARSITY COACH	0	0	4,347	0	0	0
5	9TH GRADE COACH	0	0	4,740	0	0	0
6	MS HEAD COACH	10	2,235	3,164	3,000	765	7,650
7	MS ASSISTANT	57	900	1,000	900	0	0
8	BASEBALL					0	0
9	HS HEAD COACH	3	6,070	6,628	6,600	530	1,590
10	HS ASST COACH	7	5,270	3,788	5,270	0	0
11	SOFTBALL					0	0
12	HS HEAD COACH	3	6,070	6,628	6,600	530	1,590
13	HS ASST COACH	10	5,270	3,788	5,270	0	0
14	BASKETBALL					0	0
15	HS HEAD COACH	6	8,693	7,954	8,700	7	42
16	HS ASST COACH	25	5,270	4,268	5,270	0	0
17	MS HEAD COACH	20	2,235	2,239	2,235	0	0
18	MS ASSISTANT	40	900	1,000	900	0	0
19	VOLLEYBALL					0	0
20	HS HEAD COACH	3	6,470	6,129	6,600	130	390
21	HS ASST COACH	9	5,270	3,851	5,270	0	0
22	MS HEAD COACH	10	2,135	2,066	2,235	100	1,000

23	MS ASSISTANT	20	800	1,000	800	0	0
24	TRACK					0	0
25	HS HEAD COACH	6	6,470	5,269	6,470	0	0
26	HS ASST COACH	28	5,270	2,783	5,270	0	0
27	MS HEAD COACH	10	2,135	1,918	2,235	100	1,000
28	MS ASSISTANT	39	800	1,000	800	0	0
29	SOCCER					0	0
30	HS HEAD COACH	6	5,976	5,041	6,000	24	144
31	HS ASST COACH	9	4,776	3,172	4,776	0	0
32	CROSS COUNTRY					0	0
33	HS HEAD COACH	3	5,470	4,663	5,500	30	90
34	MS HEAD COACH	10	900	1,000	900	0	0
35	TENNIS					0	0
36	HS HEAD COACH	3	6,070	5,987	6,100	30	90
37	GOLF					0	0
38	HS HEAD COACH	3	6,070	5,675	6,100	30	90
39	SWIMMING					0	0
40	HS HEAD COACH	1	3,600	5,291	5,399	1,799	1,799
41	ATHLETIC TRAINER						0
42	ATHLETIC TRAINER	6	8,470	9,265	9,200	730	4,380
43	OTHER						
44	BOYS MS COORDINATOR	5	1,000	1,000	1,000	0	0
45	GIRLS MS COORDINATOR	5	1,000	1,000	1,000	0	0
46	GIRLS HS COORDINATOR	3	500	1,250	500	0	0
47	ASSISTANT CROSSCOUNTRY	9	1,000	1,250	1,000	0	0
48	ASSISTANT TENNIS	2	4,835	2,500	4,835	0	0
49	ASSISTANT GOLF	3	4,035	2,500	4,035	0	0
50	ASSISTANT SWIMMING	3	2,800	2,500	2,800	0	0
51	Total:						21,835

There were no additional recommendations by the sub-committee for future consideration. However, there was discussion regarding the current practice of paying coaches who elect to assist a second sport a \$1,000.00 stipend, rather than the assigned stipend as if the coach assisted only in the second sport and did not coach any other sport. The administration will continue to investigate the second sport stipend assignment before bringing a recommendation to the board for approval.

Administration:

Employee In-District Travel and Cell Phone Use

The Stipend Review Committee was charged with reviewing current stipends paid in travel and cell phone stipends. Mr. Dennis Stephens chaired the committee, and the committee provided a great deal of information to be taken for consideration in this stipend study. This area was identified as Priority 4 for this study. Priorities 1-3 of this study consumed \$244,214 of the initial \$250,000 allotment for stipend adjustments

during the 2006-2007 academic year. In addition, the funds requested for the 2007-2008 budget year fall into priorities 1 and 2 in the amount of \$225,500. The fact that the committee recommends funding priorities 1-3 in 2006-2007, and recommends funding the remainder of priorities 1 and 2 in 2007-2008 does not diminish the need for travel stipend adjustments for certain DISD employees. At this time, the Stipend Review Committee recommends further study of travel stipends to prioritize the most important need of this category. During the study of the first three priorities the committee quickly realized the need for additional analysis in the area of travel stipends. In particular, the itinerant teacher travel stipends, technology travel stipends, and curriculum coordinator travel stipends.

The committee recommends the continual study of travel stipends and cell phone stipend allocation. It is our goal to bring additional information in the fall for direction and discussion regarding these topics.