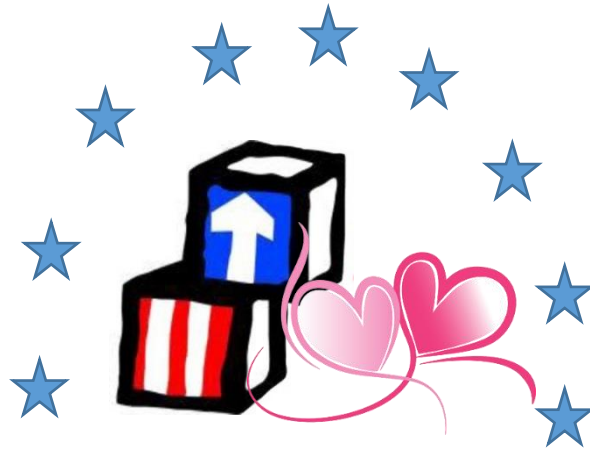


DENTON ISD HEAD START PROGRAM

SUPPLEMENTAL APPLICATION FOR COLA FUNDS COST OF LIVING ADJUSTMENT



DENTON ISD HEAD START
ANN WINDLE SCHOOL FOR YOUNG CHILDREN

FY17

**COLA
(COST OF LIVING ADJUSTMENT)
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Budget Categories Report

Summary Items Report



*Ann Windle School for Young Children
Angela Hellman, Principal
901 Audra Lane
Denton, TX 76209
(904) 369-3900*

June 15, 2017

DENTON INDEPENDENT SCHOOL DISTRICT
HEAD START PROGRAM

The Head Start Policy Council for the Denton Independent School District's Head Start Program at Ann Windle School for Young Children, met on June 15, 2017. The purpose of this meeting was to review the 2017-2018 Head Start COLA Grant. The Policy Council reviewed the budget and discussed the grant including the line item budget and other items and authorizes the Director to make application for the 2017-2018 school year.

The Policy Council also authorizes those making application for any other additional funds for which the program has reasonable needs for the 2017-2018 school year.

A handwritten signature in cursive script that reads "Calandra Arvisu".

6/15/2017

Calandra Arvisu
Policy Council Chair
Head Start Program
Denton ISD

**DENTON INDEPENDENT SCHOOL DISTRICT
ANN WINDLE SCHOOL FOR YOUNG CHILDREN
POLICY COUNCIL MEETING**

Thursday June 15, 2017

8:15 a.m.

Minutes

Let the record show that the quorum was established. The meeting was called to order by Candice Arvisu at 8:31 a.m.

Old Business

- Approval of April Minutes
Hugh Bolton moved motion to approve April minutes
Nicole Salla seconded the motion.
7 approved the minutes of April

New Business

- Director's Report – Angela Hellman
- Board agenda consent items for April and May
- Shared (PI) Program Information: COLA – Cost of Living Increase
- Shared (Information Memorandum) Bus Transportation and Safety
- Approval of COLA application
Nicole Salla makes the motion to approve the Cola
Alejandro Rodriguez seconded the COLA
7 approved the motion.

Additional Information


*Please watch emails over the summer in case another meeting needs to be called before the start of the next school year

Adjourn

Nicole Salla motioned to close the meeting at 8:42 a.m.
Elsa Rubio seconded the motion to close the meeting.

Candice Arvisu

6/15/17

 Office of Head Start / Head Start Enterprise System
06CH7130 / Grant Application

06CH7130 | 04: 07/01/2017-06/30/2018 | Supplement

SF424

1. Type of Submission:	Application	4. Applicant Identifier:	06CH7130
2. Type of Application:	Revision - Increase Award	5a. Federal Entity Identifier:	N/A
3. Date Received:		5b. Federal Award Identifier:	06CH7130



8. APPLICANT INFORMATION

a. Legal Name: DENTON INDEPENDENT SCHOOL DISTRICT

b. Employer/Taxpayer Identification Number (EIN/TIN): 756001311

c. Organizational DUNS: 055311104

d. Address:

Address Line 1:	901 Audra Ln
Address Line 2:	
City:	Denton
State:	TX
ZIP + 4:	76209 - 4782
County:	Denton County
Congressional District:	TX-026



e. Organizational Unit: Department Name: ANN WINDLE SCHOOL

Division Name:

f. Name and contact information of person to be contacted on matters involving this application:

Name: Mrs. ANGELA HELLMAN

Title: DIRECTOR

Organizational Affiliation: DENTONISD HEAD START

Phone Number: (940) 369-3901 Fax Number: (940) 369-4930

Email: ahellman@dentonisd.org

9. Type of Applicant:	Independent School District
10. Name of Federal Agency:	ACF-Head Start
11. Catalog of Federal Domestic Assistance:	Number: 93.600 Title: Head Start
12. Funding Opportunity Number:	eGrants-N/A Title: N/A
13. Competition Identification Number:	Not Applicable
14. Areas Affected by Project (Cities, Counties, States, etc.):	
15. Descriptive Title of Applicant's Project:	Head Start
16. Congressional District of:	
a. Applicant:	TX-026
b. Program/Project:	

TX-001

17. Proposed Project:

a. Start Date: 07/01/2017 b. End Date: 06/30/2018

18. Estimated Funding

a. Federal:	\$13,017
b. Applicant:	\$3,254
c. State:	
d. Local:	
e. Other:	\$0
f. Program Income:	
<u>g. TOTAL:</u>	<u>\$16,271</u>

19. Is Application Subject to Review By State Under Executive Order 12372 Process?

Program is not covered by E.O. 12372.

20. Is the Applicant Delinquent On Any Federal Debt? No

21. By signing this application, I certify (1) to the statements contained in the list of certifications* and (2) that the statements herein are true, complete and accurate to the best of my knowledge. I also provide the required assurances* and agree to comply with any resulting terms if I accept an award. I am aware that any false, fictitious, or fraudulent statements or claims may subject me to criminal, civil, or administrative penalties. (U.S. Code, Title 218, Section 1001)

	Name:	Ms. Barbara Burns
	Title:	School Board President
Authorized Representative:	Phone Number:	(940) 369-0000
	Fax Number:	
	Email:	bburns@dentonisd.org

*  Download the certifications and assurances

OMB Number: 4040-0004
Expiration Date: 08/31/2016

Application for Federal Assistance SF-424		
* 1. Type of Submission: <input type="checkbox"/> Preapplication <input checked="" type="checkbox"/> Application <input type="checkbox"/> Changed/Corrected Application	* 2. Type of Application: <input type="checkbox"/> New <input type="checkbox"/> Continuation <input checked="" type="checkbox"/> Revision	* If Revision, select appropriate letter(s): Increase Award * Other (Specify):
* 3. Date Received:	4. Applicant Identifier: 06CH7130	
5a. Federal Entity Identifier: N/A	5b. Federal Award Identifier: 06CH7130	
State Use Only:		
6. Date Received by State:	7. State Application Identifier:	
8. APPLICANT INFORMATION:		
* a. Legal Name: DENTON INDEPENDENT SCHOOL DISTRICT		
* b. Employer/Taxpayer Identification Number (EIN/TIN): 756001311	* c. Organizational DUNS: 055311104	
d. Address:		
* Street1: 901 Audra Ln	Street2:	
* City: Denton	County/Parish: Denton County	
* State: TX: Texas	Province:	
* Country: USA: UNITED STATES	* Zip / Postal Code: 76209-4782	
e. Organizational Unit:		
Department Name: ANN WINDLE SCHOOL	Division Name:	
f. Name and contact information of person to be contacted on matters involving this application:		
Prefix: Mrs.	* First Name: ANGELA	
Middle Name:	* Last Name: HELLMAN	
Suffix:	Title: DIRECTOR	
Organizational Affiliation: DENTONISD HEAD START		
* Telephone Number: (940) 369-3901	Fax Number: (940) 369-4930	
* Email: ahellman@dentonisd.org		

Application for Federal Assistance SF-424

*** 9. Type of Applicant 1: Select Applicant Type:**

Independent School District

Type of Applicant 2: Select Applicant Type:

Type of Applicant 3: Select Applicant Type:

* Other (specify):

*** 10. Name of Federal Agency:**

ACF-Head Start

11. Catalog of Federal Domestic Assistance Number:

93.600

CFDA Title:

Head Start

*** 12. Funding Opportunity Number:**

eGrants-N/A

* Title:

N/A

13. Competition Identification Number:

Not Applicable

Title:

Not Applicable

14. Areas Affected by Project (Cities, Counties, States, etc.):

*** 15. Descriptive Title of Applicant's Project:**

Head Start

Attach supporting documents as specified in agency instructions.

Application for Federal Assistance SF-424

16. Congressional Districts Of:

* a. Applicant

b. Program/Project

Attach an additional list of Program/Project Congressional Districts if needed.

17. Proposed Project:

* a. Start Date:

* b. End Date:

18. Estimated Funding (\$):

* a. Federal	<input type="text" value="13,017"/>
* b. Applicant	<input type="text" value="3,254"/>
* c. State	<input type="text"/>
* d. Local	<input type="text"/>
* e. Other	<input type="text" value="0"/>
* f. Program Income	<input type="text"/>
* g. TOTAL	<input type="text" value="16,271"/>

*** 19. Is Application Subject to Review By State Under Executive Order 12372 Process?**

- a. This application was made available to the State under the Executive Order 12372 Process for review on
- b. Program is subject to E.O. 12372 but has not been selected by the State for review.
- c. Program is not covered by E.O. 12372.

*** 20. Is the Applicant Delinquent On Any Federal Debt? (If "Yes," provide explanation in attachment.)**

Yes No

If "Yes", provide explanation and attach

21. *By signing this application, I certify (1) to the statements contained in the list of certifications and (2) that the statements herein are true, complete and accurate to the best of my knowledge. I also provide the required assurances** and agree to comply with any resulting terms if I accept an award. I am aware that any false, fictitious, or fraudulent statements or claims may subject me to criminal, civil, or administrative penalties. (U.S. Code, Title 218, Section 1001)**

** I AGREE

** The list of certifications and assurances, or an internet site where you may obtain this list, is contained in the announcement or agency specific instructions.

Authorized Representative:

Prefix: * First Name:
Middle Name:
* Last Name:
Suffix:

* Title:

* Telephone Number: Fax Number:

* Email:

* Signature of Authorized Representative: * Date Signed:

**U.S. DEPARTMENT OF HEALTH AND HUMAN
SERVICES COMPENDIUM OF REQUIRED
CERTIFICATIONS AND ASSURANCES**

Office of Head Start

Updated July 29, 2014

**U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES COMPENDIUM OF
REQUIRED CERTIFICATIONS AND ASSURANCE**

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U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES COMPENDIUM OF REQUIRED CERTIFICATIONS AND ASSURANCE

SF424B Assurances – Non-Construction Programs

1. Has the legal authority to apply for Federal assistance and the institutional, managerial and financial capability (including funds sufficient to pay the non-Federal share of project cost) to ensure proper planning, management and completion of the project described in this application.
2. Will give the awarding agency, the Comptroller General of the United States and, if appropriate, the State, through any authorized representative, access to and the right to examine all records, books, papers, or documents related to the award; and will establish a proper accounting system in accordance with generally accepted accounting standards or agency directives.
3. Will establish safeguards to prohibit employees from using their positions for a purpose that constitutes or presents the appearance of personal or organizational conflict of interest, or personal gain.
4. Will initiate and complete the work within the applicable time frame after receipt of approval of the awarding agency.
5. Will comply with the Intergovernmental Personnel Act of 1970 (42 U.S.C. §§4728-4763) relating to prescribed standards for merit systems for programs funded under one of the 19 statutes or regulations specified in Appendix A of OPM's Standards for a Merit System of Personnel Administration (5 C.F.R. 900, Subpart F).
6. Will comply with all Federal statutes relating to nondiscrimination. These include but are not limited to: (a) Title VI of the Civil Rights Act of 1964 (P.L. 88-352) which prohibits discrimination on the basis of race, color or national origin; (b) Title IX of the Education Amendments of 1972, as amended (20 U.S.C. §§1681-1683, and 1685-1686), which prohibits discrimination on the basis of sex; (c) Section 504 of the Rehabilitation Act of 1973, as amended (29 U.S.C. §794), which prohibits discrimination on the basis of handicaps; (d) the Age Discrimination Act of 1975, as amended (42 U.S.C. §§6101-6107), which prohibits discrimination on the basis of age; (e) the Drug Abuse Office and Treatment Act of 1972 (P.L. 92-255), as amended, relating to nondiscrimination on the basis of drug abuse; (f) the Comprehensive Alcohol Abuse and Alcoholism Prevention, Treatment and Rehabilitation Act of 1970 (P.L. 91-616), as amended, relating to nondiscrimination on the basis of alcohol abuse or alcoholism; (g) §§523 and 527 of the Public Health Service Act of 1912 (42 U.S.C. §§290 dd-3 and 290 ee 3), as amended, relating to confidentiality of alcohol and drug abuse patient records; (h) Title VIII of the Civil Rights Act of 1968 (42 U.S.C. §§3601 et seq.), as amended, relating to nondiscrimination in the sale, rental or financing of housing; (i) any other nondiscrimination provisions in the specific statute(s) under which application for Federal assistance is being made; and, (j) the requirements of any other nondiscrimination statute(s) which may apply to the application.
7. Will comply, or has already complied, with the requirements of Titles II and III of the Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970 (P.L. 91-646) which provide for fair and equitable treatment of persons displaced or whose property is acquired as a result of Federal or federally-assisted programs. These requirements apply to all interests in real property acquired for project purposes regardless of Federal participation in purchases.
8. Will comply, as applicable, with provisions of the Hatch Act (5 U.S.C. §§1501-1508 and 7324-7328) which limit the political activities of employees whose principal employment activities are funded in whole or in part with Federal funds.

U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES COMPENDIUM OF REQUIRED CERTIFICATIONS AND ASSURANCE

9. Will comply, as applicable, with the provisions of the Davis-Bacon Act (40 U.S.C. §§276a to 276a-7), the Copeland Act (40 U.S.C. §276c and 18 U.S.C. §874), and the Contract Work Hours and Safety Standards Act (40 U.S.C. §§327-333), regarding labor standards for federally-assisted construction subagreements.
10. Will comply, if applicable, with flood insurance purchase requirements of Section 102(a) of the Flood Disaster Protection Act of 1973 (P.L. 93-234) which requires recipients in a special flood hazard area to participate in the program and to purchase flood insurance if the total cost of insurable construction and acquisition is \$10,000 or more.
11. Will comply with environmental standards which may be prescribed pursuant to the following: (a) institution of environmental quality control measures under the National Environmental Policy Act of 1969 (P.L. 91-190) and Executive Order (EO) 11514; (b) notification of violating facilities pursuant to EO 11738; (c) protection of wetlands pursuant to EO 11990; (d) evaluation of flood hazards in floodplains in accordance with EO 11988; (e) assurance of project consistency with the approved State management program developed under the Coastal Zone Management Act of 1972 (16 U.S.C. §§1451 et seq.); (f) conformity of Federal actions to State (Clean Air) Implementation Plans under Section 176(c) of the Clean Air Act of 1955, as amended (42 U.S.C. §§7401 et seq.); (g) protection of underground sources of drinking water under the Safe Drinking Water Act of 1974, as amended (P.L. 93-523); and, (h) protection of endangered species under the Endangered Species Act of 1973, as amended (P.L. 93-205).
12. Will comply with the Wild and Scenic Rivers Act of 1968 (16 U.S.C. §§1271 et seq.) related to protecting components or potential components of the national wild and scenic rivers system.
13. Will assist the awarding agency in assuring compliance with Section 106 of the National Historic Preservation Act of 1966, as amended (16 U.S.C. §470), EO 11593 (identification and protection of historic properties), and the Archaeological and Historic Preservation Act of 1974 (16 U.S.C. §§469a-1 et seq.).
14. Will comply with P.L. 93-348 regarding the protection of human subjects involved in research, development, and related activities supported by this award of assistance.
15. Will comply with the Laboratory Animal Welfare Act of 1966 (P.L. 89-544, as amended, 7 U.S.C. §§2131 et seq.) pertaining to the care, handling, and treatment of warm blooded animals held for research, teaching, or other activities supported by this award of assistance.
16. Will comply with the Lead-Based Paint Poisoning Prevention Act (42 U.S.C. §§4801 et seq.) which prohibits the use of lead-based paint in construction or rehabilitation of residence structures.
17. Will cause to be performed the required financial and compliance audits in accordance with the Single Audit Act Amendments of 1996 and OMB Circular No. A-133, "Audits of States, Local Governments, and Non-Profit Organizations."
18. Will comply with all applicable requirements of all other Federal laws, executive orders, regulations, and policies governing this program.

U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES COMPENDIUM OF REQUIRED CERTIFICATIONS AND ASSURANCE

Certification Regarding Lobbying

Certification for Contracts, Grants, Loans, and Cooperative Agreements

1. No Federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of an agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperative agreement.
2. If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form- LLL, "Disclosure Form to Report Lobbying," in accordance with its instructions.
3. The undersigned shall require that the language of this certification be included in the award documents for all subawards at all tiers (including subcontracts, subgrants, and contracts under grants, loans, and cooperative agreements) and that all subrecipients shall certify and disclose accordingly. This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by section 1352, title 31, U.S. Code. Any person who fails to file the required certification shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

Statement for Loan Guarantees and Loan Insurance

If any funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this commitment providing for the United States to insure or guarantee a loan, the undersigned shall complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying," in accordance with its instructions. Submission of this statement is a prerequisite for making or entering into this transaction imposed by section 1352, title 31, U.S. Code. Any person who fails to file the required statement shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

Regarding Compliance with Compensation Cap (Level II of the Executive Schedule)

Federal funds will not be used to pay any part of the compensation of an individual employed by a Head Start and/or Early Head Start agency if that individual's compensation exceeds the rate payable for Level II of the Executive Schedule.

U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES COMPENDIUM OF REQUIRED CERTIFICATIONS AND ASSURANCE

Certification of Filing and Payment of Federal Taxes

As required by the Departments of Labor, Health and Human Services, and Education and Related Agencies Appropriation Act, 2008 (Public Law 110-161, Division G, Title V, section 523), as a prospective financial assistance recipient entering into a grant or cooperative agreement of more than \$5,000,000, I, as the duly authorized representative of the applicant, do hereby certify to the best of my knowledge and belief, that:

1. The applicant has filed all Federal tax returns required during the three years preceding this certification
2. The applicant has not been convicted of a criminal offense pursuant to the Internal Revenue Code of 1986 (U.S. Code - Title 26, Internal Revenue Code)
3. The applicant has not, more than 90 days prior to this certification, been notified of any unpaid Federal tax assessment for which the liability remains unsatisfied, unless the assessment is the subject of an installment agreement or offer in compromise that has been approved by the Internal Revenue Service and is not in default, or the assessment is the subject of a non-frivolous administrative or judicial proceeding.

Submission Statement

21. *By signing this application, I certify (1) to the statements contained in the list of certifications** and (2) that the statements herein are true, complete and accurate to the best of my knowledge. I also provide the required assurances** and agree to comply with any resulting terms if I accept an award. I am aware that any false, fictitious, or fraudulent statements or claims may subject me to criminal, civil, or administrative penalties. (U.S. Code, Title 218, Section 1001)

** I AGREE

** The list of certifications and assurances, or an internet site where you may obtain this list, is contained in the announcement or agency specific instructions.

Authorized Representative:

Prefix: * First Name:
Middle Name:
* Last Name:
Suffix:

* Title:

* Telephone Number: Fax Number:

* Email:

* Signature of Authorized Representative: * Date Signed:

* Submitted by: Date Submitted:

06CH7130 – FY17 - BUDGET NARRATIVE/JUSTIFICATION-COLA

Policy Council Approved: June 15, 2017 Governing Board Approved:

The Denton Independent School District Head Start Program is requesting \$13,017.00 for the 2017-2018 school year.

The funding is needed as follows:

COLA: \$13,017.00

FEDERAL:

The \$13,017.00 will be spent to cover salary increases for the program's personnel. The program has twenty-seven (27) 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) child services aide and one (1) office aide. The Director's salary and other Head Start related staff are paid fully by the Denton Independent School District. One teacher left the program to pursue another area in education. That position was filled by a certified teacher that was currently holding a head start para position. The para position vacated by that certified teacher was then filled with a qualified paraprofessional.

A salary schedule reflecting a 1.0% increase in salaries for Head Start personnel is enclosed. The Head Start personnel pay raise would be paid with these requested funds. It is anticipated that the Denton Independent School District may provide a \$1,250.00 per teacher pay raise for 2017-

18 school year. Accordingly, Denton ISD Head Start personnel would also participate in the same pay raises. 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 total federal budget.

These funds for COLA are needed to help with the proposed Denton ISD pay raises. 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 on the basis of the school district's salary schedule.

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 as well as our district's approved salary scale are included in this application.

In closing, the requested COLA funding will be used to provide a modest pay raise for all Head Start employees. The COLA will help manage higher operating costs and allow the Head Start ISD program to retain and recruit qualified personnel. Any remaining funds would be used to pay for

salaries of substitutes for teachers and teacher aids when they are out due to illness, family leave or emergencies. Any subsequent COLA funds would be used for classroom needs.

NON-FEDERAL

The Denton ISD Head Start Program is requesting COLA funds in the amount of \$13,017. The district's non-federal share is \$3,254.00, with a total grant amount for 2017-2018 is \$16,271.00.

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 \$15.00 per hour for assistance in the classroom and to the teachers to prepare lesson materials. Volunteer resources are \$3,254.00. Through May of 2017, our volunteer hours for Ann Windle School for Young Children, totaled 29,634. Calculated in the amount of \$15.00 per hour, that totals \$444,507.00. We are confident that our volunteer hours will exceed the 217 hours needed to meet our \$3,254.00 non-federal share. We have approx. 230 volunteers that help with classroom preparation, classroom volunteers, Policy Council meetings (10 monthly meetings, 2 hours each, 20 volunteers), Parent Committee meeting (10 monthly meetings, 2 hours each, 15 volunteers), Board members (10 monthly meetings, 2 hours each, 1-2 volunteers) and community members.

06CH7310 FY17 - PAYROLL PROJECTION FOR YEAR 2017-2018

Position	Current Annual Salary	Medicare & Workers Comp	Retirement	Current Annual Salary Increase (1.0%)	Medicare & Workers Comp Increase (1.0%)	Retirement Increase (1.0%)	TOTAL COLA Increase (1.0%)	Non-Qualifying Funds for Increase (Insurance & Stipends)	Revised Annual Salary
Content Area Expert	58,020	1,031	5,939	580	10	59	650	5,408	71,048
SUB-TOTAL CONTENT AREA SALARY	58,020	1,031	5,939	580	10	59	650	5,408	71,048
Teacher 1	52,504	958	5,516	525	10	55	590	6,632	66,200
Teacher 2	54,739	936	5,392	547	9	54	611	12	61,690
Teacher 3	56,517	966	5,567	565	10	56	631	12	63,693
Teacher 4	54,536	992	5,717	545	10	57	612	6,632	68,490
Teacher 5	54,536	992	5,717	545	10	57	612	3,512	65,370
Teacher 6	54,536	962	5,544	545	10	55	610	1,762	63,415
Teacher 7	54,536	992	5,716	545	10	57	612	3,512	65,369
Teacher 8	55,959	957	5,512	560	10	55	624	3,132	66,184
Teacher 9	52,504	958	5,516	525	10	55	590	6,632	66,200
Teacher 10	55,552	983	5,663	556	10	57	622	5,073	67,893
Teacher 11	51,818	886	5,104	518	9	51	578	12	58,398
SUB-TOTAL TEACHER SALARY	597,738	10,584	60,963	5,977	106	610	6,693	36,923	712,901
Teacher Aide 1	24,822	424	2,445	248	4	24	277	3,132	31,100
Teacher Aide 2	18,755	321	1,847	188	3	18	209	12	21,144
Teacher Aide 3	19,538	334	1,924	195	3	19	218	3,132	25,146
Teacher Aide 4	20,844	356	2,053	208	4	21	233	12	23,498
Teacher Aide 5	23,178	396	2,283	232	4	23	259	12	26,128
Teacher Aide 6	24,284	415	2,392	243	4	24	271	3,132	30,494
Teacher Aide 7	21,012	359	2,070	210	4	21	234	3,132	26,808
Teacher Aide 8	17,879	306	1,761	179	3	18	199	12	20,157
Teacher Aide 9	25,052	428	2,468	251	4	25	279	3,132	31,360
Teacher Aide 10	20,659	353	2,035	207	4	20	230	3,132	26,410
Teacher Aide 11	21,612	370	2,129	216	4	21	241	3,132	27,483
SUB-TOTAL TEACHER AIDE SALARY	237,635	4,064	23,407	2,376	41	234	2,651	21,972	289,728

06CH7130 - EMPLOYEE COMPENSATION CAP - FY17

There are a total of twenty seven (27) positions funded by the Denton ISD Head Start Program. Twenty two (22) of those positions are classroom teachers and teacher aides, one (1) Social Worker, one (1) Education Specialist (Content Area), one (1) Office Aide, one (1) Parent, Family & Community Engagement (PFCE) Specialist, and one (1) Family Services Aide.

Head Start does not pay the salaries of the Director or any other Key Personnel . These salaries are paid entirely by the Denton Independent School District. **Please note that no salary exceeds the \$183,300.00 limit.**

All positions are full time and all positions are 100% paid with Head Start funds.
For a detailed salary worksheet see the Payroll Projection Worksheet on pages 4 and 5.

Position	COLA Increase	Revised Annual Salary	Position	COLA Increase	Revised Annual Salary	Position	COLA Increase	Revised Annual Salary
Teacher 1	\$590.00	\$66,200.00	Teacher Aide 1	\$277.00	\$31,100.00	Content Area Expert	\$650.00	\$71,048.00
Teacher 2	\$611.00	\$61,690.00	Teacher Aide 2	\$209.00	\$21,144.00	Social Worker	\$638.00	\$67,555.00
Teacher 3	\$631.00	\$63,693.00	Teacher Aide 3	\$218.00	\$25,146.00	PFCE Specialist	\$286.00	\$32,052.00
Teacher 4	\$612.00	\$68,490.00	Teacher Aide 4	\$233.00	\$23,498.00	Family Services Aide	\$245.00	\$24,761.00
Teacher 5	\$612.00	\$65,370.00	Teacher Aide 5	\$259.00	\$26,128.00	Office Aide	\$254.00	\$28,798.00
Teacher 6	\$610.00	\$63,415.00	Teacher Aide 6	\$271.00	\$30,494.00			
Teacher 7	\$612.00	\$65,369.00	Teacher Aide 7	\$234.00	\$26,808.00			
Teacher 8	\$624.00	\$66,184.00	Teacher Aide 8	\$199.00	\$20,157.00			
Teacher 9	\$590.00	\$66,200.00	Teacher Aide 9	\$279.00	\$31,360.00			
Teacher 10	\$622.00	\$67,893.00	Teacher Aide 10	\$230.00	\$26,410.00			
Teacher 11	\$578.00	\$58,398.00	Teacher Aide 11	\$241.00	\$27,483.00			
Total Teacher	\$6,693.00	\$712,901.00	Total Teacher Aide	\$2,651.00	\$289,728.00	Total other staff	\$2,073.00	\$224,214.00
Total COLA increase	\$11,417		Total Revised Annual Salary	1,226,842				



UNITED EDUCATORS ASSOCIATION

4900 SE Loop 820 #200
Fort Worth, TX 76140

2918 W. Park Row Dr.
Arlington, TX 76013

9500 Ray White Rd. #222
Keller, TX 76244

Phone: 817-572-1082
www.ueatexas.com

Comparison of Teacher Salaries in the Eastern Metroplex

School Year 2015 - 2016 | BA/BS Degree

United Educators Association *Right Here, Right Now!*

Year	0	Year	5	Year	10	Year	15	Year	20	Year	25	Year	30							
1	HEB	53500	1	Mansfield	54410	1	Mansfield	56015	1	Keller	57569	1	Mansfield	60345	1	HEB	64410	1	Mansfield	69340
2	Mansfield	53000	2	HEB	54372	2	Keller	55825	2	Mansfield	57445	2	Keller	59619	2	Ft Worth	63574	2	HEB	68726
3	Arlington	51000	3	Keller	53206	3	HEB	55729	3	HEB	57396	3	HEB	59511	3	Keller	62269	3	Ft Worth	67705
3	Birdville	51000	4	Irving	53080	4	Ft Worth	54509	4	Ft Worth	56486	4	Ft Worth	58943	4	Mansfield	62250	4	Arlington	67103
3	Irving	51000	5	Birdville	52825	5	Birdville	54455	5	Birdville	55705	5	Arlington	58226	5	Birdville	62125	5	Denton	66305
3	Keller	51000	6	Arlington	52740	6	Irving	54100	6	Arlington	55318	6	Irving	57605	6	Arlington	61793	6	Keller	65783
7	Coppell	50750	7	Ft Worth	52315	7	Arlington	53540	7	Irving	55100	7	Birdville	57540	7	Denton	61555	7	Irving	65011
8	Grand Prairie	50500	8	Grand Prairie	51938	8	Grand Prairie	53226	8	Grand Prairie	55082	8	Duncanville	57501	8	Irving	60949	8	Carroll	64757
9	Lewisville	50227	9	Denton	51875	9	Denton	52875	9	Duncanville	54769	9	Little Elm	57500	9	Carroll	59349	9	DeSoto	62882
10	Dallas	50000	10	Garland	51805	10	Garland	52805	10	Little Elm	54500	10	Grand Prairie	56643	10	DeSoto	59098	10	Grand Prairie	62779
10	Denton	50000	11	Richardson	51175	11	Carroll	52685	11	Carroll	54458	11	Carroll	56233	11	Grand Prairie	58752	11	Birdville	62125
10	Ft Worth	50000	12	Grapevine	50800	12	Richardson	52575	12	CFB	54075	12	CFB	55945	12	Garland	58140	12	CFB	59685
10	Garland	50000	13	Carroll	50658	13	Little Elm	52500	13	Richardson	53950	13	Denton	55895	13	Duncanville	58047	13	Grapevine	58145
10	Grapevine	50000	14	Little Elm	50500	14	CFB	52205	14	Denton	53875	14	DeSoto	55562	14	CFB	57815	14	Garland	58140
15	Richardson	49675	15	CFB	50335	15	Duncanville	52037	15	Garland	53805	15	Garland	55543	15	Little Elm	57500	15	Duncanville	58047
16	Carroll	49400	16	Duncanville	50238	16	Grapevine	51800	16	DeSoto	53500	16	Richardson	55325	16	Grapevine	57228	16	Little Elm	57500
16	CFB	49400	17	DeSoto	50000	17	DeSoto	51700	17	Grapevine	52800	17	Grapevine	53800	17	Richardson	56600	17	Richardson	56600
18	Duncanville	49000	18	Coppell	**	18	Coppell	**	18	Coppell	**	18	Coppell	**	18	Coppell	**	18	Coppell	**
19	DeSoto	48500	19	Dallas	**	19	Dallas	**	19	Dallas	**	19	Dallas	**	19	Dallas	**	19	Dallas	**
19	Frisco	48500	20	Frisco	**	20	Frisco	**	20	Frisco	**	20	Frisco	**	20	Frisco	**	20	Frisco	**
21	Little Elm	48000	21	Lewisville	**	21	Lewisville	**	21	Lewisville	**	21	Lewisville	**	21	Lewisville	**	21	Lewisville	**

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

Comparison of Teacher Salaries in the Eastern Metroplex

School Year 2015 - 2016 | MA/MS Degree

Year	0	Year	5	Year	10	Year	15	Year	20	Year	25	Year	30							
1	HEB	55500	1	HEB	57176	1	HEB	57913	1	HEB	60097	1	HEB	62362	1	HEB	67065	1	HEB	71372
2	Mansfield	54000	2	Mansfield	55410	2	Mansfield	57015	2	Keller	58569	2	Mansfield	61345	2	Mansfield	66250	2	Mansfield	70340
3	Arlington	52500	3	Irving	54754	3	Keller	56825	3	Mansfield	58445	3	Keller	60619	3	Ft Worth	65503	3	Ft Worth	69463
3	Birdville	52500	4	Birdville	54325	4	Birdville	55955	4	Ft Worth	58211	4	Ft Worth	60355	4	Birdville	63625	4	Arlington	68603
3	Irving	52500	5	Arlington	54240	5	Ft Worth	55732	5	Birdville	57205	5	Arlington	59726	5	Denton	63305	5	Denton	68055
6	Keller	52000	6	Keller	54206	6	Irving	55600	6	Arlington	56818	6	Irving	59605	6	Arlington	63293	6	Irving	67511
7	Coppell	51950	7	Denton	53625	7	Arlington	55040	7	Irving	56600	7	Birdville	59040	7	Keller	63269	7	Keller	66783
8	Denton	51750	8	Ft Worth	53420	8	Denton	54625	8	Grand Prairie	56082	8	Little Elm	59000	8	Irving	62949	8	Carroll	65757
9	Grand Prairie	51500	9	Garland	53105	9	Grand Prairie	54226	9	Little Elm	56000	9	Duncanville	58501	9	Carroll	60349	9	DeSoto	63882
10	Garland	51300	10	Grand Prairie	52938	10	Garland	54105	10	Duncanville	55769	10	Denton	57645	10	DeSoto	60098	10	Grand Prairie	63779
11	Lewisville	51227	11	Little Elm	52000	11	Little Elm	54000	11	Denton	55625	11	Grand Prairie	57643	11	Grand Prairie	59752	11	Birdville	63625
12	Ft Worth	51000	12	CFB	51880	12	CFB	53750	12	CFB	55620	12	CFB	57490	12	Garland	59440	12	CFB	61230
12	Grapevine	51000	13	Grapevine	51800	13	Carroll	53685	13	Carroll	55458	13	Carroll	57233	13	CFB	59360	13	Garland	59440
14	CFB	50945	14	Carroll	51658	14	Duncanville	53037	14	Garland	55105	14	Garland	56843	14	Duncanville	59047	14	Grapevine	59145
15	Carroll	50400	15	Duncanville	51238	15	Grapevine	52800	15	DeSoto	54500	15	DeSoto	56562	15	Little Elm	59000	15	Duncanville	59047
16	Dallas	50000	16	Richardson	51175	16	DeSoto	52700	16	Richardson	53950	16	Richardson	55325	16	Grapevine	58228	16	Little Elm	59000
16	Duncanville	50000	17	DeSoto	51000	17	Richardson	52575	17	Grapevine	53800	17	Grapevine	54800	17	Richardson	56600	17	Richardson	56600
18	Richardson	49675	18	Coppell	**	18	Coppell	**	18	Coppell	**	18	Coppell	**	18	Coppell	**	18	Coppell	**
19	DeSoto	49500	19	Dallas	**	19	Dallas	**	19	Dallas	**	19	Dallas	**	19	Dallas	**	19	Dallas	**
19	Frisco	49500	20	Frisco	**	20	Frisco	**	20	Frisco	**	20	Frisco	**	20	Frisco	**	20	Frisco	**
19	Little Elm	49500	21	Lewisville	**	21	Lewisville	**	21	Lewisville	**	21	Lewisville	**	21	Lewisville	**	21	Lewisville	**

Why Does UEA Print This Salary Comparison?

UEA strongly believes in open communication to all school employees. For the past 21 years, UEA has printed a comparison of teachers' salaries from area school districts. Of all the publications UEA creates, this is by far the most popular. 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.

*Note - Numbers provided by Arlington ISD are average salaries for that year of experience.
 a pay-for-performance scheme and exact salaries cannot be determined.

**Lewisville ISD, Frisco ISD and Coppell ISD pays teachers on a salary range thus exact salaries cannot be determined. Dallas ISD pays under



DENTON

INDEPENDENT SCHOOL DISTRICT

Employee Compensation Plan 2016-17

New Teacher Hiring Schedule

Stipends

General Overview

Monthly Stipends - Athletics/Fine Arts \$1,000+

Monthly Stipends - Miscellaneous \$1,000+

Bi-Annual Stipends \$400-\$750 Substitutes Rates

Paygrades

Administrative/Professional

Information Technology

Clerical/Paraprofessionals

Auxiliary

Substitutes

Extra Duty Pay Rates

Employee Forms

Form - Academic UIL Contests (Not Fine Arts)

Form - Clubs, Groups & Org

Form - Fine Arts Events

Empowering lifelong learners to be engaged citizens
who positively impact their local and global community.

Denton ISD

2016–17 Hiring Schedule for New Teachers, Librarians & Nurses (RNs)

HR Alert: This is a working document subject to revisions as needed by the HR division.

Years Experience	Daily Rate	New Hire Annual Salary
0	\$272.73	\$51,000
1	\$273.80	\$51,200
2	\$274.87	\$51,400
3	\$276.34	\$51,675
4	\$280.61	\$52,475
5	\$282.75	\$52,875
6	\$283.82	\$53,075
7	\$284.89	\$53,275
8	\$285.96	\$53,475
9	\$287.03	\$53,675
10	\$288.10	\$53,875
11	\$289.17	\$54,075
12	\$290.24	\$54,275
13	\$291.31	\$54,475
14	\$292.38	\$54,675
15	\$293.45	\$54,875
16	\$294.52	\$55,075
17	\$297.46	\$55,625
18	\$298.53	\$55,825
19	\$299.60	\$56,025
20	\$300.67	\$56,225
21	\$305.32	\$57,095
22	\$311.74	\$58,295
23	\$316.12	\$59,115
24	\$322.67	\$60,340
25+	\$329.33	\$61,585

Hiring Schedule Clarifications:

Salary plans are for one year only and used ONLY for the placement of new hires.

Salary steps DO NOT represent future salaries for returning teacher/librarians/nurses.

Salaries listed above are based on 10-month employment.

Masters & Doctorate Degrees:

New hires holding a Masters from a TEA recognized accredited college or university will receive an additional **\$1,750** to amounts listed above.

New hires holding a Doctorate from a TEA recognized accredited college or university will receive an additional **\$3,500** to amounts listed above.

Denton ISD

Stipends Overview

HR Alert: This is a working document subject to revisions as needed by the HR division.

Supplemental Pay Duties & Terms:

- 1--Assignment to any supplemental duty and receipt of compensation is separate from your employment contract and from any compensation for which you may earn under your employment contract with Denton ISD.
- 2--Any supplemental duty assigned or volunteered for does not create a property right in the duty or in the compensation for the duty.
- 3--Any supplemental duty assignment does not create any future right to assignment of any supplemental duty.
- 4--Assignment of any supplemental duty for any school year will not guarantee that any supplemental duties will be assigned in subsequent school years.
- 5--You or the District may change the supplemental duty at any time.
- 6--If a supplemental duty is changed by you or the District, you will receive compensation for only the actual supplemental duties performed.
- 7--Any supplemental pay received will be treated this way now and for future school years unless and until the employee is notified otherwise.

Stipend Types:

Monthly (Over \$1,000, Athletics & Fine Arts) - Paid monthly in paycheck (listed in EAC).

Bi-Annual (Less than \$1,000) - Paid twice a year in November & May as extra line items on paycheck (not in EAC).

Available Stipends:

Only stipends listed in here in the Employee Compensation Plan are eligible for assignment to staff.

Maximum Number of Stipends per Professional Employee:

5 Total (Includes Monthly & Bi-Annual)

Prorated Stipends:

Stipends are prorated and paid 'as earned' relative to days of duty.

ELIGIBLE SUBMISSIONS:

All stipends must be initiated, managed and submitted to Human Resources by administrators via the DISD Stipend Template.

HOURLY STAFF/INELIGIBLE:

Due to Federal Labor Laws, hourly employees are not eligible to receive stipends since you must be clocked in and earning either comp time or overtime.

EMPLOYEE REVIEW STEPS FOR MONTHLY STIPENDS (\$1,000+, ATHLETICS, FINE ARTS):

Step 1--Employee should review their EAC salary information after September 20th.

Step 2--If you feel a stipend is 'missing' please contact your Director/Principal to verify it was submitted to HR on their 'MONTHLY' stipend template.

Step 3--If confirmed submitted, then complete the Online Salary Review Form on the HR website for investigation.

EMPLOYEE REVIEW STEPS FOR BI-ANNUAL STIPENDS (LESS THAN \$1,000):

Step 1--Employee must compare their deposit (Nov/May) to the amounts of the previous month's paycheck (Oct/Apr) to confirm payment.

Step 2--If you feel a stipend is 'missing' please contact your Director/Principal to verify it was submitted to HR on their 'BI-ANNUAL' Stipend template.

Step 3--If confirmed submitted, then complete the Online Salary Review Form on the HR website for investigation.

DO NOT CONTACT PAYROLL REGARDING STIPEND QUESTIONS - EMPLOYEE MUST FOLLOW STEPS LISTED ABOVE

2016–17 MONTHLY Stipends

HR Alert: This is a working document subject to revisions as needed by the HR division.

Effective 2013-14 stipends \$1,000+ and 'Athletics' will be paid by Payroll monthly. Campus Administration must submit to Human Resources the stipends template by [August 31st](#) for stipends to be processed for payment.

STIPENDS IF APPROVED/ISSUED ARE FOR 1 YEAR ONLY AND ARE NOT PART OF YOUR SALARY.

Athletics by Sport		Athletics by Sport		Fine Arts
Athletics Director Submits		Athletics Director Submits		Fine Arts Director Submits
Athletic Facilities \$10,655	MS Boys Coach \$6,000			Band HS Asst Director \$9,600
Athletic Trainer \$9,200	MS Boys Coordinator \$7,000			Band MS Asst Director \$5,000
Baseball HS Asst \$5,270	MS Girls Coach \$6,000			Band MS Director \$8,500
Baseball HS Head \$8,000	MS Girls Coordinator \$7,000			Choir HS Asst Director \$5,500
Basketball HS Asst \$5,270	Natatorium Supervisor \$500			Choir HS Head Director \$8,500
Basketball HS Head \$8,700	Soccer HS Asst \$4,776			Choir MS Asst Director \$2,500
Coaching During Conf. Period \$750	Soccer HS Head \$6,100			Choir MS Director \$3,500
Conditioning/Wellness Coach \$8,000	Softball HS Asst \$5,270			Dance Asst Drill Team \$1,500
Cross Country Asst \$3,000	Softball HS Head \$8,000			Dance Drill Team \$7,500
Cross Country HS Head \$5,500	Swimming HS Asst \$3,800			Orchestra HS Asst Director \$5,500
Football HS Asst \$6,970	Swimming HS Head \$6,100			Orchestra HS Head Director \$8,500
Football HS Coord / 1st Asst \$8,800	Tennis HS Asst \$4,835			Orchestra MS Asst Director \$2,500
Golf HS Asst \$4,035	Tennis HS Head \$7,100			Orchestra MS Director \$4,500
Golf HS Head \$6,100	Track HS Asst \$5,270			Theater Arts HS Asst Director \$4,000
HS Additional Sports \$1,000	Track HS Head \$6,470			Theater Arts HS Head Director \$8,500
HS Girls Athletics Coordinator \$1,000	UIL 5-5A Secretary (Elected position by 5-5A Board) \$3,000			Theater Arts MS Director \$3,000
HS Huddle \$3,000	Volleyball HS Asst \$5,270			
	Volleyball HS Head \$6,600			

2016–17 MONTHLY Stipends

HR Alert: This is a working document subject to revisions as needed by the HR division.

Administrators must submit to Human Resources the stipends template by August 31st.

STIPENDS IF APPROVED/ISSUED ARE FOR 1 YEAR ONLY AND ARE NOT PART OF YOUR SALARY.

Academic UIL AP Exec Director & HS Principal Submits	Add'l Duties or Blocks Director / Principal Submits	Add'l Duties or Blocks Director / Principal Submits	Auditorium Mgrs HS Only Principal Submits	Critical Areas Director Submits	Dept Chairs or District Position Principal Submits	Sponsors Principal Submits
Academic UIL District-Wide MS UIL Academic Event Lead (1/district) \$1,000	ATC - Conf Period Adjustment Required \$5,000	SPED LSSP Clinical Supervisor \$1,000	Auditorium Mgr HS \$1,000	Bilingual (Cert & Non-Cert) \$3,500	District-Wide PE Lead Elem \$4,000	Cheerleaders HS Varsity \$4,500
Academic UIL HS Campus Lead (1/campus) \$1,000	District Level MS Geometry @ HS in Zero Hour \$5,000	SPED LSSP CPI \$1,000		DCALT Teacher Lead \$3,500	District-Wide PE Lead Secondary \$4,000	Cheerleaders HS Asst \$1,500
	District Level Publications \$2,500	SPED LSSP Family Counseling Ctr (T nights) \$3,000		SPED Bilingual - District Level \$3,500	English Dept Chair HS \$1,700	Cheerleaders MS \$1,500
	Sparks Campus Instr Lead \$1,750	SPED SEM Support \$1,000		SPED Job Coach \$1,000	English Dept Chair MS 1,200	Honor Guard HS \$1,000
	SPED Building Manager \$2,000	SPED SLP Lead \$1,000			Math Dept Chair HS \$1,700	Newspaper HS \$1,400
	SPED Interpreter Coordinator \$1,500	SPED SLP Clinical Supervisor \$1,000			Math Dept Chair MS \$1,200	PALS HS \$2,000
	SPED Lead Diag \$1,000	SPED Technology Support \$1,000			Science Dept Chair HS \$1,700	ROTC Colorguard \$1,000
	SPED LSSP BCBA Certified \$2,500	Staffing Adjustment (REQUIRES PRIOR HR APPROVAL) \$5,000			Science Dept Chair MS \$1,200	Student Council HS \$4,470
					Social Studies Dept Chair HS \$1,700	Student Council / Renaissance HS \$2,000
			Social Studies Dept Chair MS \$1,200	Yearbook HS \$1,800		
			World Lang Dept Chair HS \$1,700	Yearbook MS \$1,000		
<p>DEPT CHAIRS NOT ALLOWED Career Tech World Lang (MS) Reading SPED</p>						

2016–17 BI-ANNUAL Stipends (Paid via payroll check Dec/May NOT visible in the EAC)

HR Alert: This is a working document subject to revisions as needed by the HR division.

Administrators must submit to HR the stipends by **October 21st** (Fall) & **April 14th** (Spring).

STIPENDS IF APPROVED/ISSUED ARE FOR 1 YEAR ONLY AND ARE NOT PART OF YOUR SALARY.					
Academic UIL Academic Prog & Principal Submits	MS Auditorium Mgrs MS Principal Submits	Fine Arts UIL Fine Arts Director Submits	Sponsored Activities Principal Submits	Student Clubs & Organizations Principal Submits	Team Lead Director & Principal Submits
Academic UIL MS Campus Coord \$700	Auditorium Mgr MS \$500	Art - Jr. VASE \$500	HS Honor Society \$600	Student Clubs, Groups & Org \$400	ATC Team Lead - Cosmo \$700
Academic UIL MS/HS - Students Competing \$500		Art - TAEA / Other 4 Public Events \$500	MS Jr. Honor Society \$600		ATC Team Lead - Engineering \$700
		Art - TAEA / TEAM \$500	MS Newspaper \$500		ATC Team Lead - Health Sciences \$700
		Art - TAEA VASE \$500	MS Student Council \$750		ATC Team Lead - Law Enforcement \$700
		Dance - TDEA Event \$500			Early Childhood - Bilingual \$700
		Music - 5th Grade Honor Choir \$500			Early Childhood - Head Start \$700
		Music - Outside Ensembles - 4 Public Events			Early Childhood - PPCD \$700
					Early Childhood - PreK \$700
				Elem - Kindergarten \$700	
				Elem - 1st Grade \$700	
				Elem - 2nd Grade \$700	
				Elem - 3rd Grade \$700	
				Elem - 4th Grade \$700	
				Elem - 5th Grade \$700	
				Elem Special Area (Art/Library/Music/PE) \$700	
				ESL Team Lead \$700	
				MS - Team Lead \$700	
				Secondary - CTE Lead \$700	
				Secondary - Fine Arts \$700	
				Secondary - PE/Health/Phy Tests Team Lead \$700	
				SPED Team Lead \$700	

2016–17 Professional/Administrators Compensation Plan

Note: Titles=25 Char Max

	POS DAYS	TITLE CODE	EEO CODE		Minimum \$196.24	Midpoint \$239.32	Maximum \$282.39	Raise
PAY GRADE 01								
Accountant, Non-Degreed	230	P01***	12	187 Days	36,697	44,753	52,807	895
Asst Coordinator, CDC	230	P01***	1	196 Days	38,463	46,907	55,348	938
Attendance Officer	196	P01***	12	230 Days	45,135	55,044	64,950	1101
Manager, Athletic Bus	230	P01***	1	260 Days	51,022	62,223	73,421	1244
Manager, Env Safety/Pests	230	P01***	1					
Specialist, AEL Fiscal	230	P01***	12					
Supervisor, Child Nutr	230	P01***	1					
Supervisor, Child Nutr F	187	P01***	1					
Supervisor, Custodial Svc	230	P01***	1					
Supervisor, Grounds	260	P01***	1					
Supervisor, Publications	230	P01***	1					
Supervisor, Substitutes	230	P01***	1					
Supervisor, Warehouse	230	P01***	1					

	POS DAYS	TITLE CODE	EEO CODE		Minimum \$247.26	Midpoint \$301.54	Maximum \$355.82	Raise
PAY GRADE 02								
Accountant, Bonds	230	P02***	12	197 Days	48,710	59,403	70,097	1188
Accountant, Child Nutr	230	P02***	12	202 Days	49,947	60,911	71,876	1218
Accountant, Degreed	230	P02***	12	210 Days	51,925	63,323	74,722	1266
Accountant, Gen Ledger	230	P02***	12	220 Days	54,397	66,339	78,280	1327
Admin Asst to Super	230	P02***	12	230 Days	56,870	69,354	81,839	1387
Coordinator, Adult Ed	230	P02***	12					
Coordinator, Career Path	230	P02***	12					
Coordinator, CDC	230	P02***	12					
Coordinator, Child Nutr	197	P02***	1					
Coordinator, Digital Comm	230	P02***	1					
Coordinator, ESD	230	P02***	12					
Facilitator, Reading Rec	220	P02***	11					
Senior Buyer	230	P02***	12					
Social Worker, Campus	202	P02***	12					
Specialist, Autism Prog	210	P02***	12					
Specialist, Behavior Int	197	P02***	12					
Specialist, Comm Engage	230	P02***	12					
Specialist, Digital Media	230	P02***	12					
Specialist, Family/Comm	197	P02***	12					
Supervisor, Acct Payable	230	P02***	1					
Supervisor, Fleet Transp	230	P02***	1					
Supervisor, Maintenance	230	P02***	1					

2016–17 Professional/Administrators Compensation Plan

PAY GRADE 03	POS DAYS	TITLE CODE	EEO CODE		Minimum	Midpoint	Maximum	Raise
					\$284.35	\$346.77	\$409.19	
Asst Director, Adult Ed	230	P03***	1	187 Days	53,173	64,846	76,519	1297
Accountant, Grants	230	P03***	1	197 Days	56,017	68,314	80,610	1366
Accountant, Payroll	230	P03***	1	202 Days	57,439	70,048	82,656	1401
Coach, El Acad Trans/DLE	187	P03***	11	206 Days	58,576	71,435	84,293	1429
Coordinator, Comm Dept	230	P03***	1	210 Days	59,714	72,822	85,930	1456
Coordinator, Dyslexia	220	P03***	1	220 Days	62,557	76,289	90,022	1526
Coordinator, Emp Supp	230	P03***	1	230 Days	65,401	79,757	94,114	1595
Coordinator, Health Svc	230	P03***	1					
Coordinator, Social Svc	220	P03***	1					
Coordinator, Sp Prog Test	202	P03***	1					
Counselor, Elem	187	P03***	8					
Counselor, PG/Career/Sec	206	P03***	8					
Counselor, SPED	197	P03***	9					
Counselor, Student A/El	187	P03***	8					
Counselor, Student A/Sec	197	P03***	8					
Diagnostician	197	P03***	12					
Facilitator, DLE/ESL	202	P03***	1					
Purchasing Agent	230	P03***	12					
School Psychologist	197	P03***	9					
Specialist, Assist Tech	220	P03***	12					
Specialist, Orient/Mob	187	P03***	12					
Speech Pathologist	187	P03***	12					
Supervisor, Accounting	230	P03***	1					
Supervisor, Payroll	230	P03***	1					
Therapist, Occup/Phy/Mus	197	P03***	12					

PAY GRADE 04	POS DAYS	TITLE CODE	EEO CODE		Minimum	Midpoint	Maximum	Raise
					\$304.25	\$371.04	\$437.83	
Asst Principal, El	202	P04***	4	187 Days	56,895	69,384	81,874	1388
Asst Principal, MS	210	P04***	4	202 Days	61,459	74,950	88,442	1499
Band Director, Head	215	P04***	6	210 Days	63,893	77,918	91,944	1558
Coordinator, Assess/Data	230	P04***	11	215 Days	65,414	79,774	94,133	1595
Coordinator, Bil/ESL	220	P04***	11	220 Days	66,935	81,629	96,323	1633
Coordinator, Deaf Ed	210	P04***	11	230 Days	69,978	85,339	100,701	1707
Coordinator, El Counsel	220	P04***	11					
Coordinator, GT/EXPO	220	P04***	11					
Coordinator, HR	230	P04***	1					
Coordinator, Instruction	220	P04***	11					
Coordinator, Library Svc	220	P04***	11					
Coordinator, Sch Imp/Supp	230	P04***	11					
Coordinator, PEIMS	230	P04***	11					
Coordinator, Related Svc	220	P04***	1					
Coordinator, Sheltered In	210	P04***	13					
Coordinator, Testing	230	P04***	12					
Ex Director, Foundation	230	P04***	1					
Supervisor, Special Ed	210	P04***	11					

2016–17 Professional/Administrators Compensation Plan

PAY GRADE 05	POS	TITLE	EEO		Minimum	Midpoint	Maximum	Raise
	DAYS	CODE	CODE		\$334.67	\$408.14	\$481.61	
Associate Principal, HS	225	P05***	4	210 Days	70,281	85,709	101,138	1714
Asst Director, Athletics	230	P05***	1	225 Days	75,301	91,832	108,362	1837
Asst Director, Trans	230	P05***	1	230 Days	76,974	93,872	110,770	1877
Asst Principal, HS	210	P05***	4					
Athletic Coordinator	230	P05***	6					
Director, Assess Data PEI	230	P05***	1					
Director, Campus Supp Svc	230	P05***	1					
Director, Counseling	230	P05***	1					
Director, ESD	230	P05***	1					
Director, Finance	230	P05***	1					
Director, Intervention	230	P05***	1					
Director, Purchasing	230	P05***	1					
Director, Risk Mgmt/Ins	230	P05***	1					
Director, SPED Services	230	P05***	1					
Director, Student Supp	230	P05***	1					
Manager, Construction	230	P05***	1					

PAY GRADE 06	POS	TITLE	EEO		Minimum	Midpoint	Maximum	Raise
	DAYS	CODE	CODE		\$383.98	\$457.12	\$530.26	
Director, Bil/ESL Prog	230	P06***	1	230 Days	88,315	105,138	121,960	2103
Director, Child Nutr	230	P06***	1					
Director, HR (Class/Ops)	230	P06***	1					
Director, Sch Improv/Supp	230	P06***	1					
Director, Transportation	230	P06***	1					
Principal, Alt Ed Prog	230	P06***	1					

PAY GRADE 07	POS	TITLE	EEO		Minimum	Midpoint	Maximum	Raise
	DAYS	CODE	CODE		\$407.02	\$484.55	\$562.08	
Director, AEL/Grants/Com	230	P07***	1	215 Days	87,509	104,178	120,847	2084
Director, Career/Tech Ed	230	P07***	1	230 Days	93,615	111,447	129,278	2229
Director, Communications	230	P07***	1					
Director, Budget/Payroll	230	P07***	1					
Principal, ATC	230	P07***	2					
Principal, Elementary	215	P07***	2					
Principal, Middle School	230	P07***	2					
Principal, Sparks	230	P07***	2					

PAY GRADE 08	POS	TITLE	EEO		Minimum	Midpoint	Maximum	Raise
	DAYS	CODE	CODE		\$431.44	\$513.62	\$595.80	
Director, Athletics	230	P08***	1	230 Days	99,231	118,133	137,034	2363
Director, Curriculum E	230	P08***	1					
Director, Fine Arts	230	P08***	1					
Director, Curriculum S	230	P08***	1					

Denton ISD
 2016–17 Professional/Administrators Compensation Plan

HR Alert: Subject to Revisions as Needed

PAY GRADE 09				Minimum	Midpoint	Maximum	Raise
POS DAYS	TITLE CODE	EEO CODE		\$485.88	\$564.98	\$644.08	
230	P09***	1	230 Days	111,752	129,945	148,138	2599
230	P09***	1					
230	P09***	1					
230	P09***	1					
230	P09***	1					
230	P09***	2					

PAY GRADE 10				Minimum	Midpoint	Maximum	Raise
POS DAYS	TITLE CODE	EEO CODE		\$583.06	\$677.98	\$772.90	
230	P10***	1	230 Days	134,104	155,935	177,767	3119
230	P10***	1					
230	P10***	1					
230	P10***	1					

PAY GRADE 11				Minimum	Midpoint	Maximum	Raise
POS DAYS	TITLE CODE	EEO CODE		\$641.37	\$745.78	\$850.19	
230	P11***	1	230 Days	147,515	171,529	195,544	3431

RAISE DISCLAIMER: Employees in each pay grade received the same Pending, amounts that appear higher is based on the number

2016–17 Information Technology Compensation Plan

Note: Titles=25 Char Max				Min-Hourly	Mid-Hourly	Max-Hourly	Raise	
PAY GRADE 01	POS DAYS	TITLE CODE	EEO CODE					
					\$19.46	\$23.73	\$28.00	
Specialist, Child Nutr PC	197	T01***	14	197 Days	30,669	37,398	44,128	748
Technician, Hard Support	202	T01***	14	202 Days	31,447	38,348	45,248	767
Technician, Hard Support	230	T01***	14	230 Days	35,806	43,663	51,520	873

PAY GRADE 02	POS DAYS	TITLE CODE	EEO CODE		Min-Hourly	Mid-Hourly	Max-Hourly	Raise
					\$22.96	\$28.00	\$33.04	
Data Processing Support	230	T02***	14	230 Days	42,246	51,520	60,794	1030
Help Desk Support	230	T02***	14					
Specialist, Video	230	T02***	14					
Technician, Lead	230	T02***	14					

PAY GRADE 03	POS DAYS	TITLE CODE	EEO CODE		Min-Hourly	Mid-Hourly	Max-Hourly	Raise
					\$25.26	\$30.80	\$36.34	
Library Systems Admin	230	T03***	14	230 Days	46,478	56,672	66,866	1133
Manager, Assets	230	T03***	14					
Specialist, Data Proc	230	T03***	14					
Specialist, Records Mgmt	230	T03***	14					
Specialist, Telephony	230	T03***	14					

PAY GRADE 04	POS DAYS	TITLE CODE	EEO CODE		Min-Hourly	Mid-Hourly	Max-Hourly	Raise
					\$28.64	\$34.50	\$40.37	
Coordinator, App Support	230	T04***	14	230 Days	52,698	63,480	74,281	1270
Coordinator, Tech Logist	230	T04***	14					
Engineer, Field Tech	230	T04***	14					
Specialist, Network Sys	230	T04***	14					
Specialist, PEIMS	230	T04***	14					

PAY GRADE 05	POS DAYS	TITLE CODE	EEO CODE		Min-Daily	Mid-Daily	Max-Daily	Raise
					\$274.83	\$331.12	\$387.41	
Coordinator, Instr Tech	230	T05***	1	230 Days	63,211	76,158	89,104	1523
Specialist, District IT	230	T05***	14					
Supervisor, Customer Supp	230	T05***	1					
Supervisor, Network Op	230	T05***	1					
Supervisor, Svc Support	230	T05***	1					

PAY GRADE 06	POS DAYS	TITLE CODE	EEO CODE		Min-Daily	Mid-Daily	Max-Daily	Raise
					\$291.32	\$350.99	\$410.66	
Engineer, Telephone	230	T06***	14	230 Days	67,004	80,728	94,452	1615

PAY GRADE 07	POS DAYS	TITLE CODE	EEO CODE		Min-Daily	Mid-Daily	Max-Daily	Raise
					\$317.54	\$382.58	\$447.62	
Manager, Data Network	230	T07***	1	230 Days	73,034	87,993	102,953	1760
Manager, WAN	230	T07***	1					

PAY GRADE 08	POS DAYS	TITLE CODE	EEO CODE		Min-Daily	Mid-Daily	Max-Daily	Raise
					\$365.18	\$439.97	\$514.76	
Director, Data Process	230	T08***	1	230 Days	83,991	101,193	118,395	2024
Director, Instr Tech	230	T08***	1					

RAISE DISCLAIMER: Employees in each pay grade received the same Pending, amounts that appear higher is based on the number of days worked.

2016-17 Clerical/Paraprofessional Compensation Plan

Note: Titles=25 Char Max				Minimum	Midpoint	Maximum	Raise	
PAY GRADE 20	POS DAYS	TITLE CODE	EEO CODE					
					\$9.71	\$11.85	\$13.98	
Extended Day Instr 1	183	C20***	21	177 Days	13,749	16,780	19,796	340
Job Coach	177	C20***	13	183 Days	14,215	17,348	20,467	351
Lunchroom Monitor	177	C20***	21					

				Minimum	Midpoint	Maximum	Raise	
PAY GRADE 21	POS DAYS	TITLE CODE	EEO CODE					
					\$10.49	\$12.79	\$15.09	
Child Devel Aide (PT)	200	C21***	21	183 Days	15,357	18,725	22,092	380
Child Devel Assistant	200	C21***	21	200 Days	16,784	20,464	24,144	416
Extended Day Instr 2 Lead	183	C21***	21					

				Minimum	Midpoint	Maximum	Raise	
PAY GRADE 01	POS DAYS	TITLE CODE	EEO CODE					
					\$11.64	\$14.21	\$16.78	
Aide, AU/In-Home/Parent	210	C01***	13	187 Days	17,413	21,258	25,103	419
Aide, Fine Arts	187	C01***	13	192 Days	17,879	21,827	25,774	430
Aide, General	187	C01***	13	197 Days	18,345	22,395	26,445	441
Aide, General @ Davis	187	C01***	13	198 Days	18,438	22,509	26,580	444
Aide, Head Start	192	C01***	13	210 Days	19,555	23,873	28,190	470
Aide, Office @ Campus	198	C01***	15	230 Days	21,418	26,146	30,875	515
Aide, PE	187	C01***	13					
Aide, Pre-K	187	C01***	13					
Aide, Publ Mail Courier	230	C01***	15					
Child Development Lead	200	C01***	21					
Clerk, Diagnostician	197	C01***	15					
Clerk, Mail @ CS	230	C01***	15					
Clerk, Records SPED	210	C01***	15					
Clerk, Support Services	187	C01***	15					
Copy Tech @ Publications	230	C01***	15					
Parent Liaison	198	C01***	15					
Personal Care Attendant	187	C01***	16					

				Minimum	Midpoint	Maximum	Raise	
PAY GRADE 02	POS DAYS	TITLE CODE	EEO CODE					
					\$12.58	\$15.35	\$18.12	
Aide, ALS	187	C02***	13	187 Days	18,820	22,964	27,108	464
Aide, Bilingual	187	C02***	13	192 Days	19,323	23,578	27,832	476
Aide, Content Mastery	187	C02***	13	198 Days	19,927	24,314	28,702	491
Aide, Deaf Ed	187	C02***	13	202 Days	20,329	24,806	29,282	501
Aide, Inclusion	187	C02***	13	230 Days	23,147	28,244	33,341	570
Aide, ISS	187	C02***	13					
Aide, Library	187	C02***	13					
Aide, Life Skills	187	C02***	13					
Aide, PEIMS/LPAC	187	C02***	13					
Aide, PPCD	187	C02***	13					
Aide, Reading 180 @ MS	187	C02***	13					
Aide, SAC	187	C02***	13					
Interpreter, Spanish Lang	187	C02***	13					
Receptionist @ EL	198	C02***	15					
Receptionist @ HS	202	C02***	15					
Receptionist @ MS	192	C02***	15					
Receptionist, AEL	230	C02***	15					
Sign Language (Non Cert)	187	C02***	13					

2016-17 Clerical/Paraprofessional Compensation Plan

PAY GRADE 03				Minimum	Midpoint	Maximum	Raise
POS DAYS	TITLE CODE	EEO CODE		\$13.84	\$16.88	\$19.92	
187	C03***	10	187 Days	20,705	25,252	29,800	509
230	C03***	15	192 Days	21,258	25,928	30,597	522
230	C03***	15	196 Days	21,701	26,468	31,235	533
196	C03***	15	202 Days	22,365	27,278	32,191	549
192	C03***	15	210 Days	23,251	28,358	33,466	571
210	C03***	15	230 Days	25,466	31,059	36,653	626
187	C03***	13					
187	C03***	13					
230	C03***	15					
230	C03***	13					
230	C03***	15					
196	C03***	15					
202	C03***	15					
230	C03***	15					
230	C03***	15					

PAY GRADE 04				Minimum	Midpoint	Maximum	Raise
POS DAYS	TITLE CODE	EEO CODE		\$14.95	\$18.23	\$21.51	
230	C04***	15	202 Days	24,159	29,460	34,760	582
230	C04***	15	206 Days	24,638	30,043	35,448	593
206	C04***	15	220 Days	26,312	32,085	37,858	634
220	C04***	15	230 Days	27,508	33,543	39,578	662
230	C04***	15					
220	C04***	13					
220	C04***	15					
202	C04***	15					
202	C04***	15					
220	C04***	15					
230	C04***	15					
202	C04***	15					
230	C04***	15					
230	C04***	15					
202	C04***	16					
202	C04***	15					
230	C04***	15					
230	C04***	15					

PAY GRADE 05				Minimum	Midpoint	Maximum	Raise
POS DAYS	TITLE CODE	EEO CODE		\$16.75	\$20.42	\$24.09	
230	C05***	15	196 Days	26,264	32,019	37,773	643
196	C05***	15	230 Days	30,820	37,573	44,326	754
230	C05***	15					
230	C05***	15					
230	C05***	15					
230	C05***	15					
230	C05***	13					

2016-17 Clerical/Paraprofessional Compensation Plan

PAY GRADE 06				Minimum	Midpoint	Maximum	Raise	
POS DAYS	TITLE CODE	EEO CODE		\$17.75	\$21.65	\$25.55		
Asst Coordinator, CDC	230	C06***	15	210 Days	29,820	36,372	42,924	722
Clerk, Payroll 2	230	C06***	15	230 Days	32,660	39,836	47,012	791
Coordinator, Textbook	230	C06***	15					
Secretary, Prin @ HS	230	C06***	15					
Secretary, Prin @ Sparks	210	C06***	15					
Specialist, HR Cert	230	C06***	15					
Tech Design Strategist	230	C06***	15					

PAY GRADE 07				Minimum	Midpoint	Maximum	Raise	
POS DAYS	TITLE CODE	EEO CODE		\$18.82	\$22.95	\$27.08		
Coordinator, Payroll	230	C07***	15	187 Days	28,155	34,333	40,512	688
Buyer, FF&E	230	C07***	15	230 Days	34,629	42,228	49,827	846
Deaf Ed Inter 1 (Cert)	187	C07***	13					
Specialist, HR Records	230	C07***	15					
Specialist, Insurance	230	C07***	15					
Specialist, Library	230	C07***	15					
Specialist, Payroll	230	C07***	15					
Specialist, Travel	230	C07***	15					
Specialist, Utilities	230	C07***	15					
Specialist, WC & Leaves	230	C07***	15					

PAY GRADE 08				Minimum	Midpoint	Maximum	Raise	
POS DAYS	TITLE CODE	EEO CODE		\$20.33	\$24.80	\$29.27		
Admin Assist, Area Supt	230	C08***	15	187 Days	30,414	37,101	43,788	748
Admin Assist, Ex Dir HR	230	C08***	15	230 Days	37,407	45,632	53,857	920
Admin Assist, Ex Dir Oper	230	C08***	15					
Admin Assist, Ex Dir SPED	230	C08***	15					
Deaf Ed Inter 2 (Cert)	187	C08***	13					

PAY GRADE 09				Minimum	Midpoint	Maximum	Raise	
POS DAYS	TITLE CODE	EEO CODE		\$22.38	\$27.29	\$32.20		
Admin Assist, Asst Super	230	C09***	15	230 Days	41,179	50,214	59,248	1012
Admin Assist, IT Officer	230	C09***	15					

PAY GRADE 10				Minimum	Midpoint	Maximum	Raise	
POS DAYS	TITLE CODE	EEO CODE		\$24.62	\$30.02	\$35.42		
Admin Assist, Dep Super	230	C10***	15	230 Days	45,301	55,237	65,173	1104

2016–17 Auxiliary Compensation Plan

Note: Titles=25 Char Max				Minimum	Midpoint	Maximum	Raise	
PAY GRADE 01	POS DAYS	TITLE CODE	EEO CODE	\$9.76	\$11.93	\$14.09		
Bus Monitor	177	A01***	16	177 Days	13,820	16,893	19,951	340
Child Nutrition Worker	180	A01***	16	180 Days	14,054	17,179	20,290	346
Custodian	260	A01***	16	260 Days	20,301	24,814	29,307	499

PAY GRADE 02	POS DAYS	TITLE CODE	EEO CODE	Minimum	Midpoint	Maximum	Raise	
				\$12.23	\$14.91	\$17.59		
Groundskeeper	260	A02***	18	260 Days	25,438	31,013	36,587	624
Mechanic Helper	260	A02***	17					
Warehouse Driver	260	A02***	17					

PAY GRADE 03	POS DAYS	TITLE CODE	EEO CODE	Minimum	Midpoint	Maximum	Raise	
				\$14.05	\$17.14	\$20.23		
Bus Driver	177	A03***	16	177 Days	19,895	24,270	28,646	481
Custodian, Head @ El/MS	260	A03***	18	260 Days	29,224	35,651	42,078	707
Foreman, Warehouse	260	A03***	17					
Parts Specialist, Transp	260	A03***	16					

PAY GRADE 04	POS DAYS	TITLE CODE	EEO CODE	Minimum	Midpoint	Maximum	Raise	
				\$15.18	\$18.51	\$21.84		
Custodian, Head @ HS	260	A04***	16	180 Days	21,859	26,654	31,450	533
Maintenance, General	260	A04***	16	230 Days	27,931	34,058	40,186	681
Manager, Child Nutr @ El	180	A04***	16	260 Days	31,574	38,501	45,427	770
Specialist, Fleet Oper	230	A04***	16					
Specialist, Routing Tran	260	A04***	16					
Specialist, Training Tran	230	A04***	16					

PAY GRADE 05	POS DAYS	TITLE CODE	EEO CODE	Minimum	Midpoint	Maximum	Raise	
				\$16.39	\$19.98	\$23.57		
Asst Dispatcher/Trip Coor	230	A05***	16	180 Days	23,602	28,771	33,941	576
Heavy Equip/Small Engine	260	A05***	17	230 Days	30,158	36,763	43,369	736
HVAC Helper/GM	260	A05***	17	260 Days	34,091	41,558	49,026	832
Manager, Child Nutr @ MS	180	A05***	16					

PAY GRADE 06	POS DAYS	TITLE CODE	EEO CODE	Minimum	Midpoint	Maximum	Raise	
				\$18.02	\$21.98	\$25.94		
Locksmith	260	A06***	17	180 Days	25,949	31,651	37,354	634
Manager, Child Nutr @ HS	180	A06***	16	260 Days	37,482	45,718	53,955	915
Mechanic	260	A06***	17					

PAY GRADE 07	POS DAYS	TITLE CODE	EEO CODE	Minimum	Midpoint	Maximum	Raise	
				\$21.02	\$25.64	\$30.26		
Supervisor, Dispatch/Oper	230	A07***	16	230 Days	38,677	47,178	55,678	938
Supervisor, Navo/Trans	230	A07***	16	260 Days	43,722	53,331	62,941	1061
Supervisor, Routing	230	A07***	16					
Supervisor, Special Needs	230	A07***	16					
Supervisor, Training	230	A07***	16					
Coordinator, Student Safe	230	A08***	16					
Foreman, Transportation	260	A08***	16					
Journeyman Electrician	260	A08***	17					

PAY GRADES 7-8-9: Pay Grades 7 and 8 were merged together using the higher salary data in Pay Grade 8 (resulting in hourly increases of Min, Mid & Max levels). Pay Grade 9 which was a 'placeholder' without any positions was eliminated.



Office of Head Start

06CH7130 - DENTON INDEPENDENT SCHOOL DISTRICT
FY2017 - 07/01/2017-06/30/2018 - Supplement

Head Start - Summary

	<i>Cost for Program Operation</i>	<i>Cost for Training Technical Assistance</i>	<i>Non-Federal Share</i>	<i>Number of Employees</i>
Line Item Budget Total	\$13,017	\$0	\$3,254	27

	<i>Cost for Program Operation</i>	<i>Cost for Training Technical Assistance</i>	<i>Non-Federal Share</i>	<i>Number of Employees</i>
Personnel Total	\$10,209	\$0	\$0	27

Personnel: Child Health and Development Personnel

	<i>Cost for Program Operation</i>	<i>Cost for Training Technical Assistance</i>	<i>Non-Federal Share</i>	<i>Number of Employees</i>
Program Managers and Content Area Experts	\$580	\$0	\$0	1
Teachers / Infant Toddler Teachers	\$5,977	\$0	\$0	11
Teacher Aides and Other Education Personnel	\$2,376	\$0	\$0	11
Total	\$8,933	\$0	\$0	23

Personnel: Family and Community Partnership Personnel

	<i>Cost for Program Operation</i>	<i>Cost for Training Technical Assistance</i>	<i>Non-Federal Share</i>	<i>Number of Employees</i>
Other Family and Community Partnerships Personnel - Other Family and Community Partnerships Personnel	\$1,048	\$0	\$0	3

Personnel: Program Design and Management Personnel

	<i>Cost for Program Operation</i>	<i>Cost for Training Technical Assistance</i>	<i>Non-Federal Share</i>	<i>Number of Employees</i>
Clerical Personnel	\$228	\$0	\$0	1

Fringe Benefits

	<i>Cost for Program Operation</i>	<i>Cost for Training Technical Assistance</i>	<i>Non-Federal Share</i>	<i>Number of Employees</i>
Social Security (FICA), State Disability, Unemployment (FUTA), Worker's Compensation, State Unemployment Insurance (SUI)	\$179	\$0	\$0	
Retirement	\$1,029	\$0	\$0	
Total	\$1,208	\$0	\$0	

Other

	<i>Cost for Program Operation</i>	<i>Cost for Training Technical Assistance</i>	<i>Non-Federal Share</i>	<i>Number of Employees</i>
Volunteers	\$0	\$0	\$3,254	
Substitutes (if not paid benefits)	\$1,600	\$0	\$0	
Total	\$1,600	\$0	\$3,254	

Direct Costs

	<i>Cost for Program Operation</i>	<i>Cost for Training Technical Assistance</i>	<i>Non-Federal Share</i>	<i>Number of Employees</i>
Direct Costs Total	\$13,017	\$0	\$3,254	27



Office of Head Start

06CH7130 - DENTON INDEPENDENT SCHOOL DISTRICT
FY2017 - 07/01/2017-06/30/2018 - Supplement

Head Start - Budget Categories

<i>Budget Category</i>	<i>Program Operations</i>	<i>Training Technical Assistance</i>	<i>Non-Federal Share</i>
Personnel	\$10,209	\$0	\$0
Fringe Benefits	\$1,208	\$0	\$0
Travel	\$0	\$0	\$0
Equipment	\$0	\$0	\$0
Supplies	\$0	\$0	\$0
Contractual	\$0	\$0	\$0
Construction	\$0	\$0	\$0
Other	\$1,600	\$0	\$3,254
Total Direct Charges	\$13,017	\$0	\$3,254
Indirect Charges	\$0	\$0	\$0
Total	\$13,017	\$0	\$3,254

Note: This report only includes values specified in the Budget tab.



Office of Head Start

06CH7130 - DENTON INDEPENDENT SCHOOL DISTRICT
FY2017 - 07/01/2017-06/30/2018 - Supplement

Head Start - Application Summary Items

This report uses values from the Budget, Program Schedule and Other Funding tab. This report does not include any values from the SF424A that were not pre-populated from the Budget tab.

1. Administrative Costs:

The maximum allowable expenditure for administrative costs is 15% of the total budget.

	<i>Amount</i>
Total Admin Cost	\$0.00
Total Budget	\$16,271.00
Admin as a % of Total Budget	0.00%

2. Non-Federal Share:

For most grantees, a minimum of 20% of the total budget must be non-federal share:

	<i>Amount</i>
Total Non-Federal Costs	\$3,254.00
Total Budget	\$16,271.00
Non-Federal Share as a % of Total Budget	20.00%

3. Average Class Size:

Average class size for CB Program Schedules that involve double sessions should be between 13 and 20.

Average class size for the CB and CO Program Schedules (including double sessions) should be between 15 and 20:

Center-Based Double Sessions	0.00
Center-Based AND Combination Non-double Sessions	0.00
All Center-Based AND Combination Sessions	0.00

4. Cost Per Child and Hours of Service Per Child:

The following table shows information about costs and hours of service for this agency:

	<i>Amount</i>
Total Hours of Service Per Child	0.00
Overall Cost Per Child Per Hour	\$0.00

5. Federal Personnel and Fringe Costs:

	<i>Amount</i>
Federal Personnel Cost	\$10,209.00
Federal Fringe Cost	\$1,208.00
Total Federal Budget	\$13,017.00
Federal Personnel Cost as a % of Total Federal Budget	78.43%
Federal Fringe Cost as a % of Total Federal Budget	9.28%
Federal Personnel plus Fringe Cost as a % of Total Federal Budget	87.71%

*In general, Personnel costs should account for 60% to 80% of the federal budget.

6. Fringe Rate:

If the fringe cost for an agency is less than 10% or more than 30% of Personnel, there may be an inaccurate entry in Personnel:

	<i>Amount</i>
Total Fringe Cost	\$1,208.00
Total Personnel Cost	\$10,209.00
Total Fringe Cost as % of Total Personnel Cost	11.83%

7. Fringe Benefits:

The following shows if this agency pays for health / dental / life and/or retirement benefits:

Health / Dental / Life	No
Retirement	Yes

8. Out-of-Town Staff Travel:

Most agencies have out-of-town staff travel costs between \$60 and \$65 per child. If the costs for this agency are higher, check that they are justified:

	<i>Amount</i>
Out-of-Town Staff Travel Cost	\$0.00
Out-of-Town Staff Travel Cost Per Child	\$0.00

9. Case Loads:

For Home Visitors, case loads are typically between 8 and 10:

Home Visitor Case Load	0.00
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10. Child and Adult Care Food Program (CACFP) Funds:

	<i>Amount</i>
CACFP Funding	\$0.00
CACFP Funding as a percentage of Total Federal Budget	0.00%