

Denton ISD

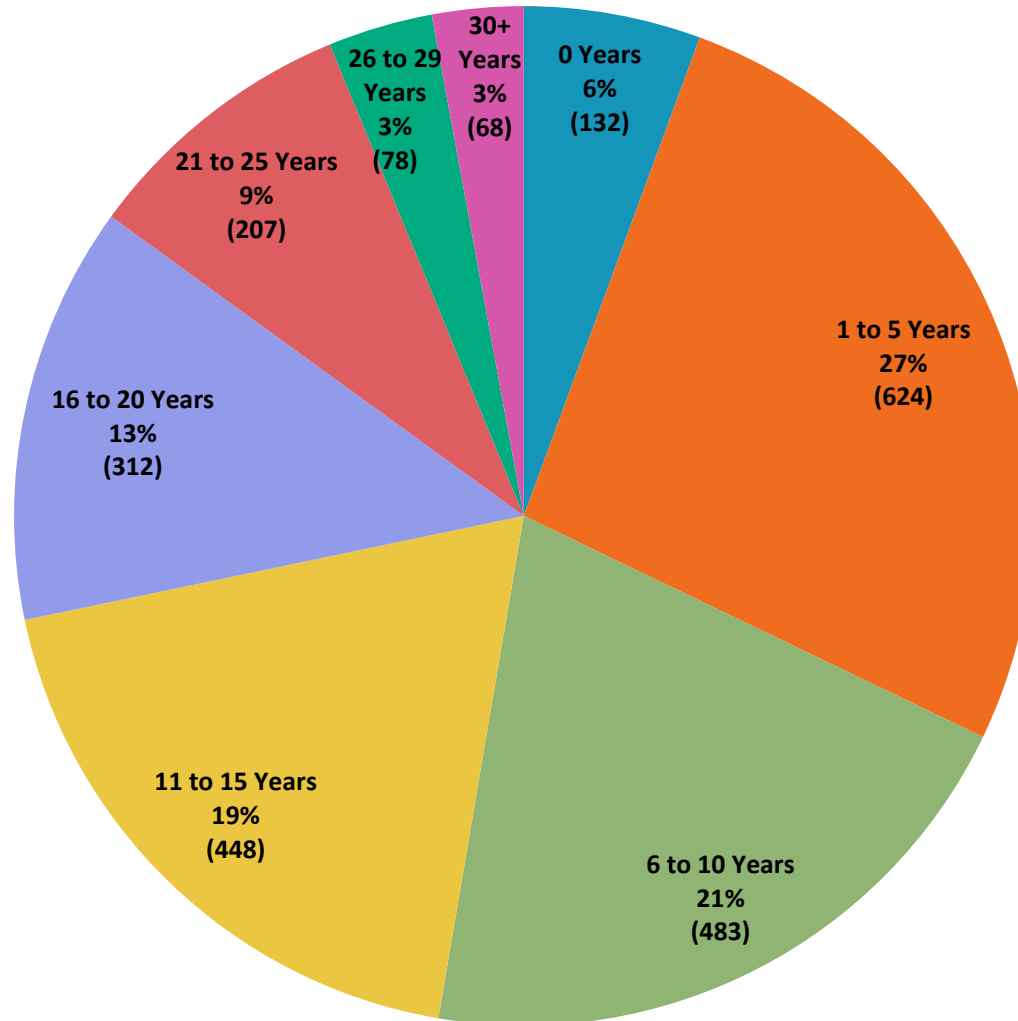
Market Districts 2020-2021

	District	ESC Region	Student Enrollment	Number of FTE	UIL Class	Teacher & Exempt	Nonexempt
1	Allen ISD	10	21,538	2,857	6A	X	X
2	Arlington ISD	11	60,000	8,654	6A	X*	X
3	Birdville ISD	11	22,414	3,400	5A	X	X
4	Carrollton-Farmers Branch ISD	10	24,387	3,471	5A	X	X
5	Eagle Mountain-Saginaw ISD	11	20,857	2,689	6A	X	X
6	Frisco ISD	10	63,372	8,025	5A	X*	X
7	Garland ISD	10	53,897	7,357	6A	X*	X
8	Hurst-Euless-Bedford ISD	11	22,668	2,715	6A	X	X
9	Irving ISD	10	32,001	4,095	6A	X	X
10	Keller ISD	11	35,000	4,511	6A	X	X
11	Lewisville ISD	11	49,208	7,027	6A	X*	X
12	Mansfield ISD	11	34,794	4,508	5A	X	X
13	McKinney ISD	10	24,585	2,800	6A	X	X
14	Northwest ISD	11	25,194	2,880	6A	X	X
15	Plano ISD	10	50,080	6,857	6A	X*	X
Denton ISD		11	30,470	4,231	6A	15	15

* Directors and above may be excluded from comparison due to size of district.

Distribution of Total Experience - Teachers and Librarians, 2020-2021

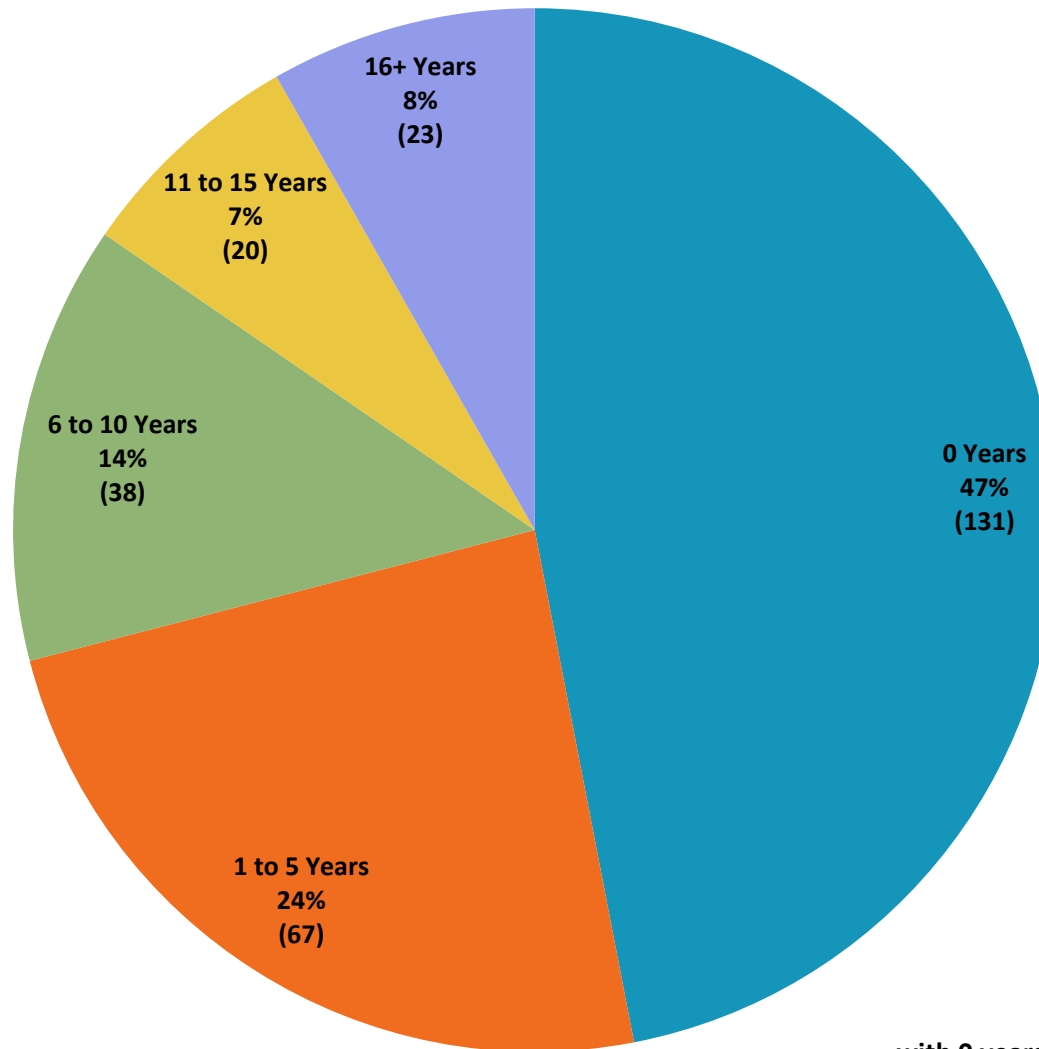
Denton ISD



2,352 Teachers and Librarians

Total Experience of Newly Hired Teachers and Librarians, 2020-2021

Denton ISD



**279 Teachers and Librarians
with 0 years of local experience in 2020-2021**

Teacher Salary Plan, 2020-2021 Market Comparison



Teachers and Librarians Salary Plan Development
Denton ISD
 Model 1: \$56,400 starting, 2.0% GPI

2020-2021 Years of Exp	2020-2021 New Hire Salary	2.0% General Pay Increase	Additional Adjustment	=	2021-2022 Years of Exp	2021-2022 Proposed New Hire Salary
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					0	→ \$56,400
0	→	\$55,500	+	\$1,250	+	= 1 \$56,750
1		\$55,800	+	\$1,250	+	= 2 \$57,050
2		\$56,100	+	\$1,250	+	= 3 \$57,350
3		\$56,400	+	\$1,250	+	= 4 \$57,650
4		\$56,800	+	\$1,250	+	= 5 \$58,050
5		\$57,200	+	\$1,250	+	= 6 \$58,450
6		\$57,600	+	\$1,250	+	= 7 \$58,850
7		\$58,360	+	\$1,250	+	= 8 \$59,610
8		\$59,160	+	\$1,250	+	= 9 \$60,410
9		\$59,560	+	\$1,250	+	= 10 \$60,810
10		\$59,860	+	\$1,250	+	\$100 = 11 \$61,210
11		\$60,160	+	\$1,250	+	\$200 = 12 \$61,610
12		\$60,460	+	\$1,250	+	\$300 = 13 \$62,010
13		\$60,760	+	\$1,250	+	\$400 = 14 \$62,410
14		\$61,060	+	\$1,250	+	\$500 = 15 \$62,810
15		\$61,360	+	\$1,250	+	\$500 = 16 \$63,110
16		\$61,660	+	\$1,250	+	\$500 = 17 \$63,410
17		\$61,960	+	\$1,250	+	\$500 = 18 \$63,710
18		\$62,260	+	\$1,250	+	\$500 = 19 \$64,010
19		\$62,660	+	\$1,250	+	\$400 = 20 \$64,310
20		\$63,060	+	\$1,250	+	\$300 = 21 \$64,610
21		\$63,460	+	\$1,250	+	\$200 = 22 \$64,910
22		\$63,860	+	\$1,250	+	\$100 = 23 \$65,210
23		\$64,260	+	\$1,250	+	= 24 \$65,510
24		\$64,560	+	\$1,250	+	= 25+ \$65,810
25+		\$64,960				

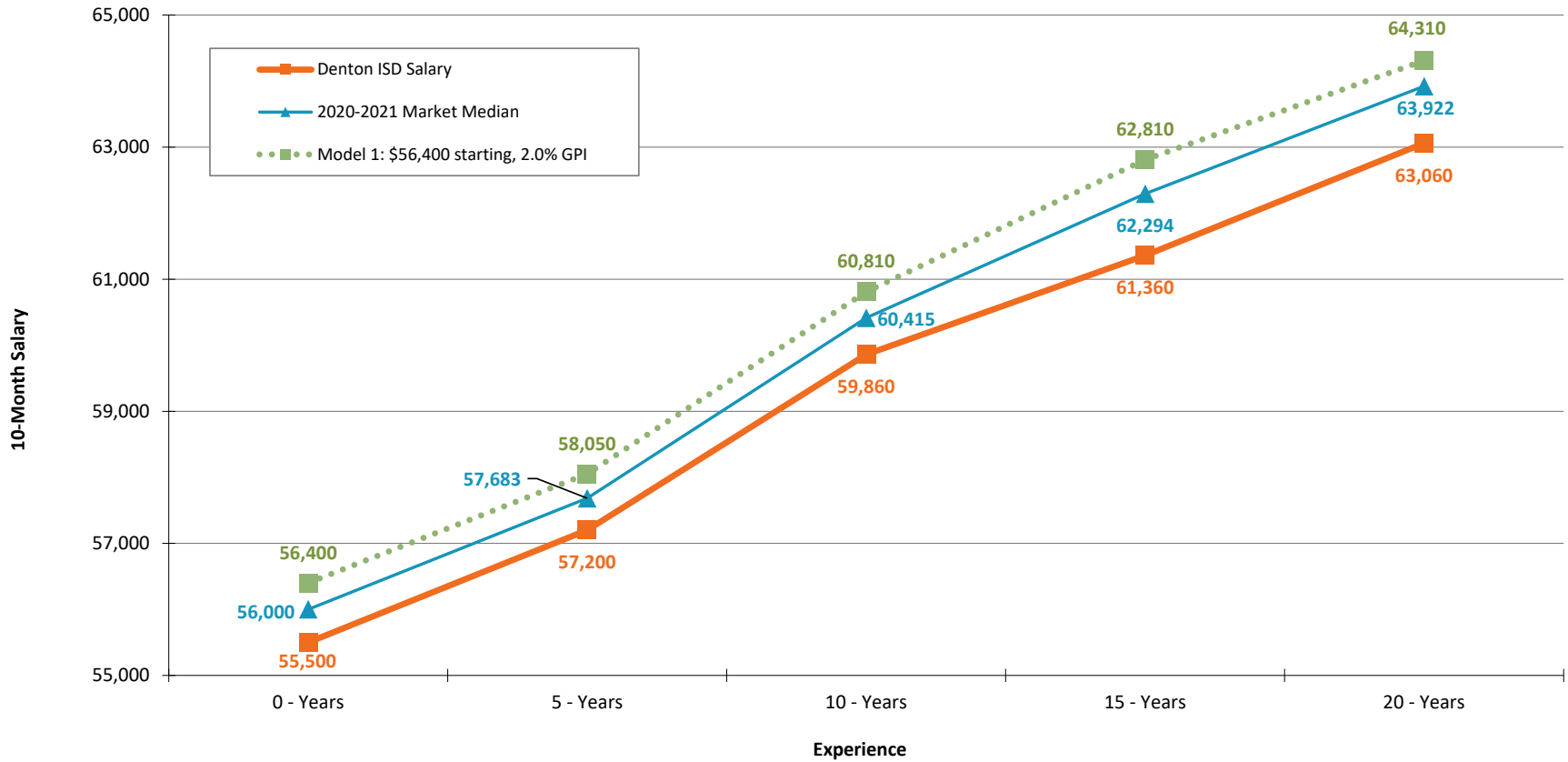
General pay increase is applied to the market median salary (\$61,122).

Pay Range Minimum	\$56,400	Pay Range Maximum	\$80,000
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Current Market Median			Exp Diff
Value	Compare Before	Compare After	

0 Years			350 300 300 300 400 400 400 760 800 400 400 400 400 300 300 300 300 300 300
56,000	99%	101%	
5 Years			
57,683	99%	101%	
10 Years			
60,415	99%	101%	
15 Years			
62,294	99%	101%	
20 Years			
63,922	99%	101%	

Teacher Salary Plan 2020-2021 Market Comparison
Model 1: \$56,400 starting, 2.0% GPI



	0-Year Salary	5-Year Salary	10-Year Salary	15-Year Salary	20-Year Salary
Denton ISD Salary	\$55,500	\$57,200	\$59,860	\$61,360	\$63,060
2020-2021 Market Median	\$56,000	\$57,683	\$60,415	\$62,294	\$63,922
% Difference from Market	99%	99%	99%	99%	99%
Difference from Market	(\$500)	(\$483)	(\$555)	(\$934)	(\$862)
Denton ISD Proposed Salary	\$56,400	\$58,050	\$60,810	\$62,810	\$64,310
% Proposed Difference from Market	101%	101%	101%	101%	101%