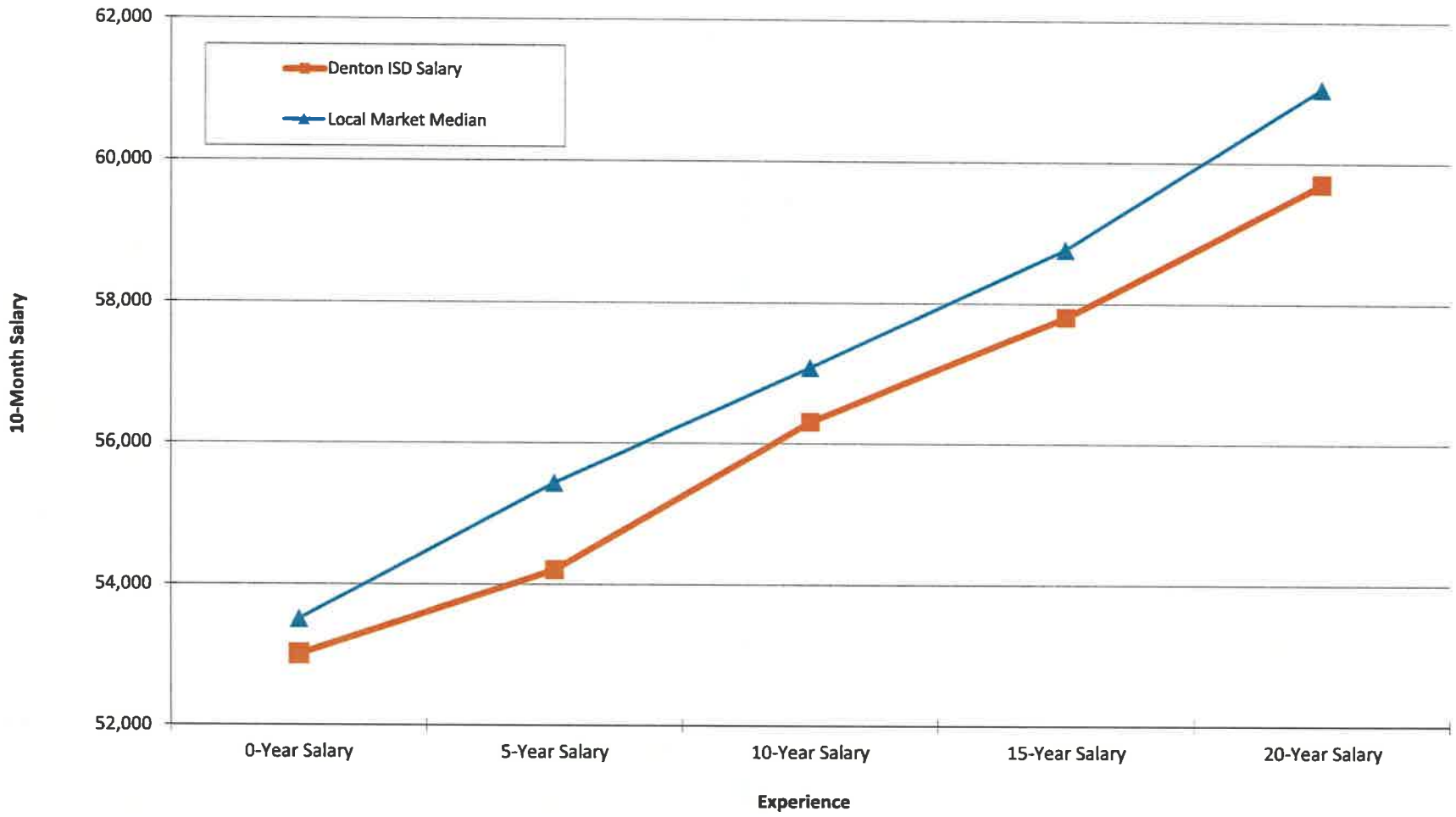


Denton ISD

Market Districts 2018-2019

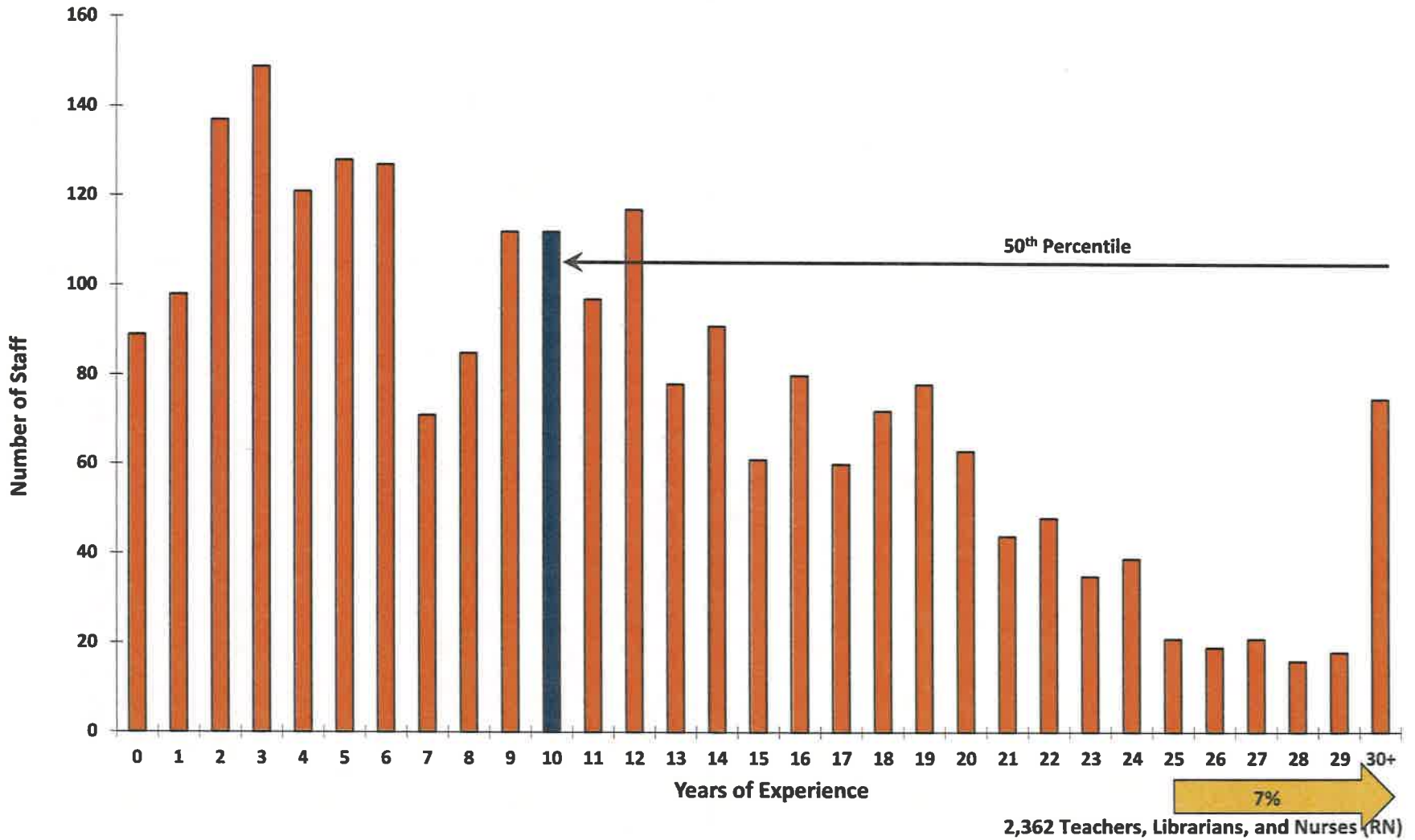
	District	ESC Region	Student Enrollment	Number of FTE	UIL Class
1	Allen ISD	10	21,131	2,864	6A
2	Arlington ISD	11	59,999	8,297	6A
3	Birdville ISD	11	23,570	3,122	6A
4	Carrollton-Farmers Branch ISD	10	25,427	3,449	5A
5	Eagle Mountain-Saginaw ISD	11	19,882	2,421	5A
6	Frisco ISD	10	60,019	7,354	5A
7	Garland ISD	10	57,150	7,211	6A
8	Hurst-Euless-Bedford ISD	11	23,689	2,665	6A
9	Irving ISD	10	33,306	5,088	6A
10	Keller ISD	11	35,121	4,186	6A
11	Lewisville ISD	11	51,806	6,527	6A
12	Mansfield ISD	11	35,160	4,512	6A
13	McKinney ISD	10	24,678	2,826	6A
14	Northwest ISD	11	24,108	2,499	6A
15	Plano ISD	10	53,069	7,064	6A
Denton ISD		11	30,079	4,230	5A

Teacher Salary Plan, 2018-2019 Market Comparison



Distribution of Total Experience - Teachers, Librarians, and Nurses (RN), 2018-2019

Denton ISD



Denton ISD

Summary of Cost Estimates, 2019-2020

Model A: \$54,300 starting, 2.5% GPI Teachers (Steps 1-5), 4.6% GPI Teachers (Steps 6-42+), 3.0% & 4.0% GPI Others

	Total Staff	Count of Increases	Cost Increase	Percent of Current Costs	2018-2019 Current Costs
Teachers, Librarians, and Nurses (RN)					
\$54,300 starting salary	2,362		\$6,168,540		\$134,578,104
^{1b} 2.5% general pay increase (\$1,600) steps 1 - 5		612	\$979,200	0.7%	
4.6% general pay increase (\$2,960) steps 6 - 42+		1,750	\$5,189,340	3.9%	
Professional/Administrators	462		\$1,370,833		\$34,521,242
^{1c} 3.0% of pay range midpoint increase		459	\$1,240,336	3.6%	
Adjustments to 1.0% above pay range minimum		51	\$95,444	0.3%	
Teacher pay equity adjustments		44	\$32,556	0.1%	
3.0% of pay range midpoint increase to employees paid over range maximum		3	\$2,497	0.0%	
Information Technology	55		\$130,926		\$3,095,372
^{1c} 4.0% of pay range midpoint increase (3.0% for exempt IT)		37	\$115,562	3.7%	
4.0% of pay range midpoint increase to employees paid over range maximum		18	\$15,364	0.5%	
Clerical/Paraprofessional	689		\$812,499		\$16,412,119
^{1c} 4.0% of pay range midpoint increase		668	\$708,575	4.3%	
Adjustments to 1.0% above pay range minimum		24	\$17,171	0.1%	
Placement scale adjustments		93	\$69,520	0.4%	
4.0% of pay range midpoint increase to employees paid over range maximum		21	\$17,233	0.1%	
Auxiliary	689		\$509,971		\$11,628,286
^{1c} 4.0% of pay range midpoint increase		665	\$488,481	4.2%	
Placement scale adjustments		12	\$4,166	0.0%	
4.0% of pay range midpoint increase to employees paid over range maximum		24	\$17,324	0.1%	
Subtotal - General Pay Increase	4,257	4,257	\$6,389,649	3.2%	
Subtotal - Implementation/Equity Adjustments		1,974	\$2,603,119	1.3%	
Total Cost Estimate			\$8,992,768	4.5%	\$200,235,123

Footnotes:

^{1b} Pay increases were applied to all employees, including those at or above the maximum rate.

^{1c} Pay increases were applied to all employees and itemized separately for employees at or above the maximum rate.