Denton ISD

Market Districts 2016-17

	District	ESC Region	Student Enrollment	Number of FTE	
1	Allen ISD	10	20,914	2,738	
2	Arlington ISD	11	62,351	7,428	
3	Birdville ISD	11	23,788	3,151	
4	Carrollton-Farmers Branch ISD	10	25,144	3,227	
5	Eagle Mountain-Saginaw ISD	11	19,446	2,330	
6	Frisco ISD	10	55,419	6,918	
7	Garland ISD	10	57,550	6,954	
8	Hurst-Euless-Bedford ISD	11	23,035	2,689	
9	Irving ISD	10	34,822	5,300	
10	Keller ISD	11	34,672	4,042	
11	Lewisville ISD	11	53,155	6,696	
12	Mansfield ISD	11	34,202	4,400	
13	McKinney ISD 10 24,847		2,744		
14	Northwest ISD	11 22,000		2,238	
15	Plano ISD	10	54,500	6,913	
	Denton ISD	11	28,673	3,945	

Teachers, Librarians, and Nurses (RN) Salary Plan Development Denton ISD \$52,000 starting, 2.0% GPI with adjustments

2016-17		2016-17		General				2017-18	2017-18	Proposed	Current Market Median		
Years of Exp		New Hire Salary	+	Pay Increase	+	Additional Adjustment	=	Years of Exp		New Hire Salary	Value	Compare Before	Compare After
											Entry		
		The Tare	HI.	- 1 Ang		-31		0	>	\$52,000	51,200	100%	102%
0	\rightarrow	\$51,000	+	\$1,250	+		=	1		\$52,250			
1		\$51,200	+	\$1,250	+		=	2		\$52,450			
2		\$51,400	+	\$1,250	+		=	3		\$52,650			
3	W	\$51,675	+	\$1,250	+		Ξ	4		\$52,925	5 Yrs		
4		\$52,475	+	\$1,250	+		=	5		\$53,725	53,113	100%	101%
5		\$52,875	+	\$1,250	+		=	6		\$54,125	.,,		
6		\$53,075	+	\$1,250	+		=	7		\$54,325			
7		\$53,275	+	\$1,250	+	W. 2017	=	8	Ž.	\$54,525			
8		\$53,475	+	\$1,250	+		=	9		\$54,725	10 Yrs		
9	1×	\$53,675	+	\$1,250	+	\$100	=	10	1	\$55,025	54,830	98%	100%
10		\$53,875	+	\$1,250	+	\$200	=	11		\$55,325	1		*
11	i i	\$54,075	+	\$1,250	+	\$300	=	12	- 7	\$55,625			
12		\$54,275	+	\$1,250	+	\$400	=	13		\$55,925			
13		\$54,475	+	\$1,250	+	\$600	=	14		\$56,325	15 Yrs		
14		\$54,675	+	\$1,250	+	\$800	=	15		\$56,725	56,725	97%	100%
15	V. IV	\$54,875	+	\$1,250	+	\$1,000	=	16		\$57,125			
16		\$55,075	+	\$1,250	+	\$1,200	=	17		\$57,525			
17		\$55,625	+	\$1,250	+	\$1,050	=	18		\$57,925			
18		\$55,825	+	\$1,250	+	\$1,250	=	19		\$58,325	20 Yrs		
19		\$56,025	+	\$1,250	+	\$1,450	2	20		\$58,725	58,741	96%	100%
20		\$56,225	+	\$1,250	+	\$1,650	=	21		\$59,125			
21		\$57,095	+	\$1,250	+	\$1,180	=	22		\$59,525			
22		\$58,295	+	\$1,250	+	\$380	=	23		\$59,925			
23		\$59,115	+	\$1,250	+	ing a sale.	=	24		\$60,365	Мах		
24		\$60,340	+	\$1,250	+		=	25+		\$61,590	66,340	93%	93%
25+	183	\$61,585	165	in the				35 July		Can Soul			

Teachers, Librarians, and		Teachers, Librarians, and	
Nurses (RN)	\$52,000	Nurses (RN)	\$73,000
Range Minimum		Range Maximum	

General pay increase is applied to the midpoint of the salary range (\$62,500).

Denton ISD

Summary of Cost Estimates, 2017-18 Model 3 - revised 6-1-17

	Total Staff	Count of Increases	Cost Increase	Percent of Current Costs	2016-17 Current Costs
Teachers, Librarians, and Nurses (RN)	2,235		\$3,540,788		\$122,476,675
\$52,000 starting salary 1c 2.0% general pay increase (\$1,250)	2,233	2,232	\$2,793,814	2.3%	3122,470,073
Adjustments to years 10-23		1,015	\$744,947	0.6%	
Full increase to employees paid over		1,015			
range maximum		3	\$2,027	0.0%	
Administrative Professional	412		\$663,334		\$29,862,646
^{1c} 2.0% of pay range midpoint increase		410	\$646,195	2.2%	
Adjustments to 0.5% above pay range minimum		6	\$3,234	0.0%	
Teacher pay equity adjustments		19	\$13,233	0.0%	
1.0% of pay range midpoint increase to employees paid over range maximum		2	\$672	0.0%	
Information Technology	49		\$53,870		\$2,479,852
2.0% of pay range midpoint increase		49	\$53,870	2.2%	
Clerical Paraprofessional	618		\$651,306		\$14,048,662
4.0% of pay range midpoint increase		606	\$604,129	4.3%	
Adjustments to 0.5% above pay range minimum		1	\$5,833	0.0%	
Placement scale adjustment		27	\$36,026	0.3%	
2.0% of pay range midpoint increase to		12	\$5,318	0.0%	
employees paid over range maximum		12	\$5,516	0.070	
Auxiliary	690		\$517,379		\$10,324,210
^{1c} 4.0% of pay range midpoint increase		684	\$454,895	4.4%	
Adjustments to 0.5% above pay range minimum		82	\$1,846	0.0%	
Placement scale adjustment		149	\$57,844	0.6%	
2.0% of pay range midpoint increase to		6	\$2,794	0.0%	
employees paid over range maximum		0	\$2,734	0.070	
Subtotal - General Pay Increase	4,004	4,004	\$4,563,714	2.5%	
Subtotal - Implementation/Equity Adjustments		1,299	\$862,963	0.5%	
Total Cost Estimate			\$5,426,677	3.0%	\$179,192,045

Footnotes

^{1a} Pay increases were not applied to employees 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.