



Compensation and Benefits



One District. One Purpose.

Mr. Chris Bomberger
Mr. Jason Rainey

2026-2027 EXPENDITURE OUTLOOK

Baseline Budget

\$363,338,548



Priority-Based Non-Personnel

\$7,000,000 projection

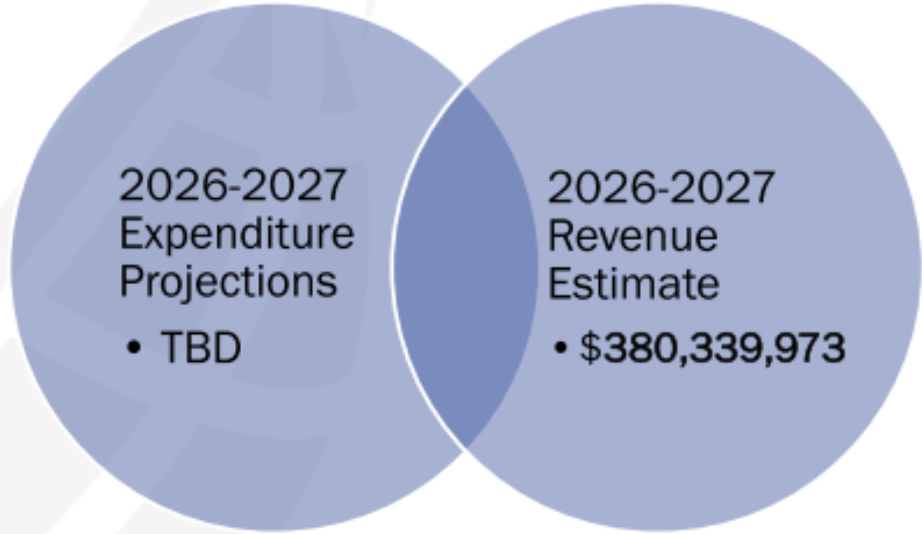


Sub-total:
\$370,338,548

Personnel

Compensation

FTE Changes



Denton ISD Summary of Models 2026-2027

2.0% GPI	
Pay Group	General Pay Increase
Professional / Administrator	\$1,090,842
Information Technology	\$119,707
Clerical / Paraprofessional	\$500,276
Auxiliary	\$280,556
Auxiliary Part-Time	\$32,751
Transportation	\$108,921
Total	\$2,133,053
4.0% GPI	
Pay Group	General Pay Increase
Teachers, Librarians, Other Professional Campus Instructional Staff	\$6,914,007
Total	\$6,914,007
Total - All Pay Groups	\$9,047,060

Denton ISD Summary of Models 2026-2027

4.0% GPI	
Pay Group	General Pay Increase
Professional / Administrator	\$2,181,082
Information Technology	\$239,278
Clerical / Paraprofessional	\$1,005,357
Auxiliary	\$561,795
Auxiliary Part-Time	\$66,240
Transportation	\$217,888
Total	\$4,271,640

4.0% GPI	
Pay Group	General Pay Increase
Teachers, Librarians, Other Professional Campus Instructional Staff	\$6,914,007
Total	\$6,914,007
Total - All Pay Groups	\$11,185,647

Employer Health Plan Contribution Comparison 2025-2026

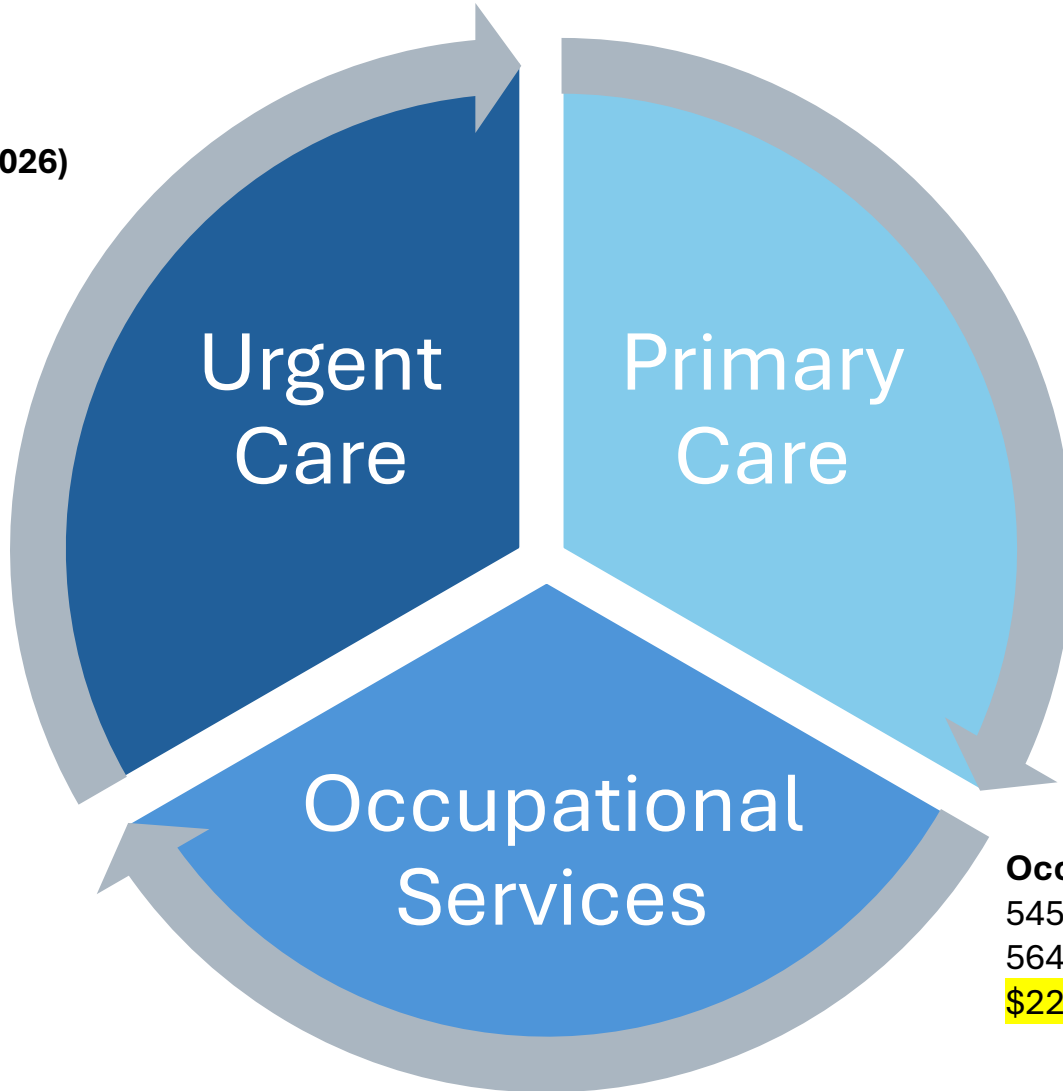
Rank	School District	Monthly	Annual	Additional
1	Irving	\$506	\$6,072	
2	EMS	\$387	\$4,644	
3	CFB, Frisco**, Mansfield, Prosper	\$375	\$4,500	
7	Northwest	\$355	\$4,260	
8	Allen**	\$340	\$4,080	
9	Plano	\$330	\$3,960	
10	Lewisville	\$326	\$3,912	**Variable Rates for Plan Level, Spouse, Children, and Family Choices
	Median top 50 districts in North Texas	\$325	\$3,900	An increase of \$780 per employee per year. With 3000 employees as a base electing the district increase of \$2,340,000 Annually
11	Garland**	\$325	\$3,900	
12	Richardson**	\$313	\$3,756	
13	McKinney	\$306	\$3,672	
14	HEB	\$300	\$3,600	
15	Arlington	\$299	\$3,588	**\$314 for para-professional / Additional \$51 with Wellness Program participation
16	Keller	\$275	\$3,300	
17	Birdville	\$260	\$3,120	**\$360 for Bus monitor, custodian, groundskeeper, data entry, clerk, receptionists' positions
	Denton**	\$260	\$3,120	**Does not currently participate in TRS ActiveCare health insurance plan
	** Indicates Employee Clinic			



Employee Benefit Cycles

Annual Contract 2025-2026 \$1,185,064

Urgent Care Utilization (Jul–April 2026)
2,367 patient visits
\$426,060



Primary Care Utilization (Jul–April 2026)
380 participants enrolled
778 total exam visits delivered
\$194,500

Patient Satisfaction
Post-visit employee survey results indicate a 94% positive rating

July 2025 - April 2026 Totals – 4,254 Visits

Occupational Service Utilization (Jul–April 2026)
545 workplace injury exam visits (\$136,250)
564 employer service visits (\$90,240)
\$226,490

Discussion & Questions

