



Meeting Date:	May 12, 2026
Agenda Topic:	Discussion of 2026-2027 Compensation and District Benefit Contributions
Type of Item:	Workshop
Guiding Outcome:	Exceptional Workplace Environment
Summary:	This summary provides the Board of Trustees with an overview of proposed salary increases for Denton ISD staff for the 2026–2027 school year. The recommendation includes both a general pay increase for all employees and targeted market equity adjustments. Discussion of district benefits contributions.
Background Information/ Previous Board Action:	The proposed general pay increase model includes salary adjustments of the midpoint for all employees. Each option builds upon the lump-sum increase previously provided to all employee groups in March 2026.
Potential Operational Impact:	Operational implementation will involve Human Resources and Payroll updating employee compensation data. All adjustments will be entered and processed within the payroll system.
Potential Financial Impact:	Compensation scenarios include potential adjustments ranging from 2% to 4%. Associated cost projections for each option are detailed in the presentation.
Recommendation (Consent or New Business Only):	
Division:	Human Resources
Department:	Benefits
Submitted By:	Chris Bomberger, Executive Director of Child Nutrition & Benefits Jason Rainey, Interim Assistant Superintendent of Human Resources