

2026-2027

COMPENSTATION AND STAFFING PLAN

DENTON INDEPENDENT SCHOOL DISTRICT



One District. One Purpose.

Submitted to
the Denton ISD
Board of Trustees
on 04/14/2026
by Jason Rainey

Denton ISD Human Resources

Denton ISD Staffing Guidelines 2026-2027

Denton ISD Staffing Guidelines		
	2025-2026	2026-2027
PreK	22:1	22:1
Kindergarten	22:1	22:1
1st Grade	22:1	22:1
2nd Grade	24:1	24:1
3rd Grade	24:1	24:1
4th Grade	24:1	24:1
5th Grade	28:1	28:1
Secondary	172.5:1	172.5:1

Denton ISD

Teacher Salary Plan Comparisons, 2025-2026

District	Student Enrollment	Number of Teachers	0-Year Salary	5-Year Salary	10-Year Salary	15-Year Salary	20-Year Salary	Average Teacher Salary	Max Yrs Credit	Last % Increase
1 Arlington ISD	51,401	3,783	\$66,100	\$71,600	\$74,100	\$76,600	\$79,100	\$74,690	30	6.5%
2 Hurst-Euless-Bedford ISD	23,200	1,493	\$65,000	\$68,688	\$71,808	\$73,227	\$74,928	\$72,845	42	7.4%
3 Mansfield ISD	35,851	2,376	\$64,700	\$70,809	\$72,342	\$74,085	\$76,355	\$73,927	30	7.3%
4 Birdville ISD	22,219	1,441	\$64,325	\$68,775	\$70,281	\$71,856	\$73,807	\$70,326	35	7.7%
5 Eagle Mountain-Saginaw ISD	24,221	1,647	\$63,800	\$66,897	\$68,250	\$70,415	\$72,687	\$69,604	40	7.7%
6 Northwest ISD	32,748	1,759	\$63,750	\$67,550	\$69,250	\$70,850	\$73,200	\$69,250	30	7.1%
7 Irving ISD	31,485	1,669	\$63,618	\$70,365	\$73,630	\$74,713	\$76,463	\$73,630	40	6.3%
8 McKinney ISD	23,883	1,572	\$63,500	\$68,300	\$69,900	\$72,401	\$74,900	\$70,742	30	7.1%
9 Richardson ISD	37,085	2,602	\$63,000	\$68,000	\$70,500	\$75,000	\$80,000	\$72,122	30	5.7%
10 Plano ISD	47,899	3,375	\$63,000	\$67,600	\$69,600	\$71,600	\$74,200	\$70,824	35	6.8%
11 Lewisville ISD	48,440	3,144	\$62,525	\$66,869	\$68,902	\$72,225	\$74,265	\$70,136	25	6.3%
12 Prosper ISD	33,561	2,401	\$62,250	\$65,800	\$68,000	\$70,900	\$74,400	\$68,831	30	7.2%
13 Frisco ISD	62,672	4,258	\$62,000	\$66,900	\$69,700	\$72,500	\$75,300	\$69,950	20	6.9%
14 Carrollton-Farmers Branch ISD	23,000	1,863	\$62,000	\$66,800	\$68,391	\$69,992	\$71,893	\$67,325	30	8.0%
15 Allen ISD	21,370	1,284	\$61,600	\$66,954	\$70,394	\$71,809	\$73,593	\$70,488	30	7.6%
16 Garland ISD	51,659	3,259	\$61,500	\$69,495	\$72,038	\$73,588	\$76,399	\$72,261	25	7.4%
17 Keller ISD	33,250	1,985	\$60,800	\$65,400	\$67,800	\$69,796	\$71,796	\$69,400	30	7.7%

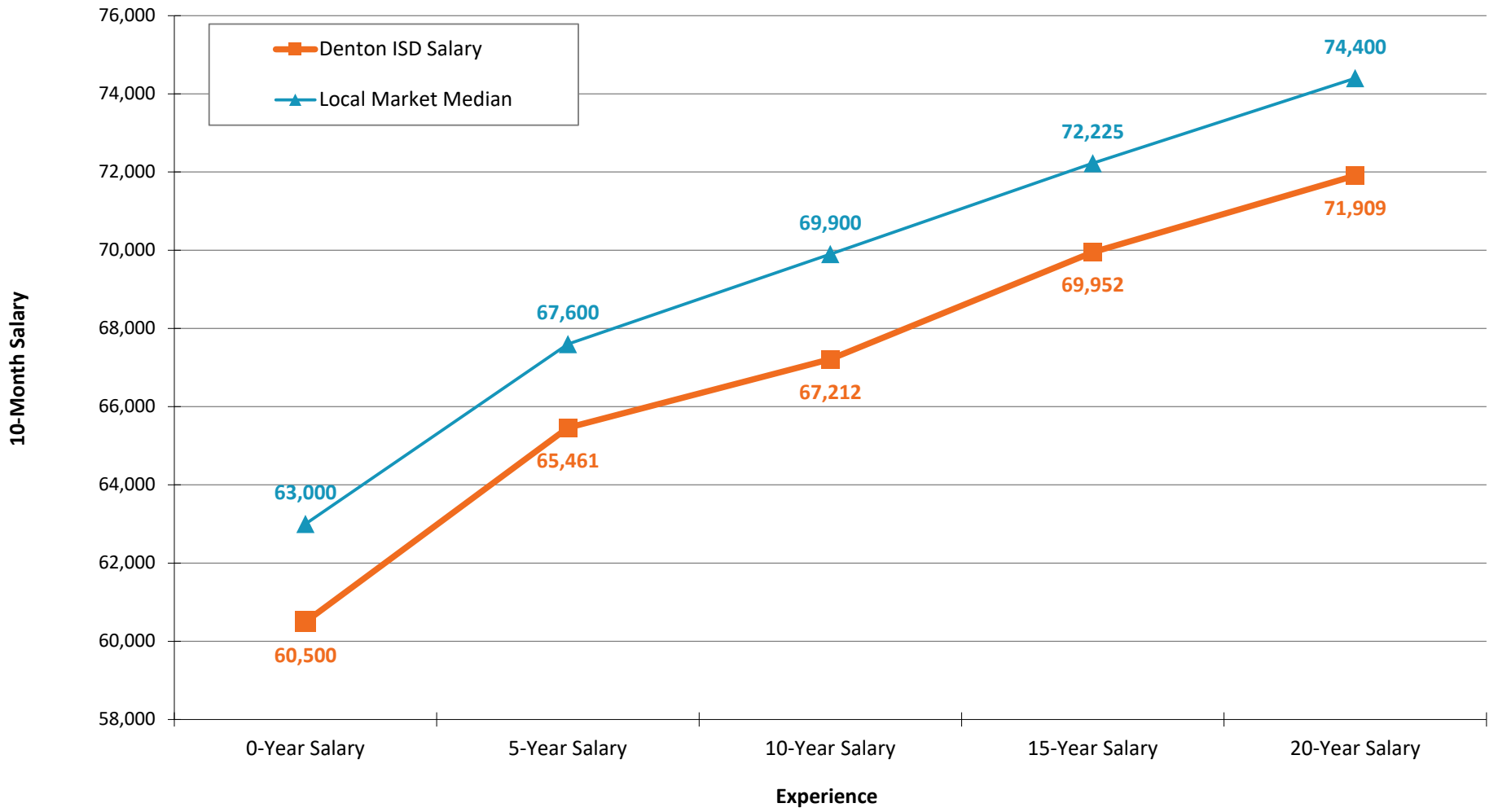
Denton ISD	33,329	2,424	\$60,500	\$65,461	\$67,212	\$69,952	\$71,909	\$67,476	25	6.7%
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25th Percentile			\$62,000	\$66,897	\$68,902	\$70,900	\$73,593	\$69,604	30	6.8%
Median			\$63,000	\$67,600	\$69,900	\$72,225	\$74,400	\$70,488	30	7.2%
75th Percentile			\$63,800	\$68,775	\$71,808	\$73,588	\$76,355	\$72,261	35	7.6%

Comparison to Median	96%	97%	96%	97%	97%	96%
<i>Dollar Difference</i>	<i>(\$2,500)</i>	<i>(\$2,139)</i>	<i>(\$2,688)</i>	<i>(\$2,273)</i>	<i>(\$2,491)</i>	<i>(\$3,012)</i>
Rank Order	18	17	18	17	16	17

Last Year: Comparison to Median	96%	96%	96%	97%	97%	95%
<i>Last Year: Dollar Difference</i>	<i>(\$2,350)</i>	<i>(\$2,237)</i>	<i>(\$2,667)</i>	<i>(\$1,817)</i>	<i>(\$2,432)</i>	<i>(\$3,313)</i>
Last Year: Rank Order	17	17	18	17	17	17

Teacher Salary Plan, 2025-2026 Market Comparison



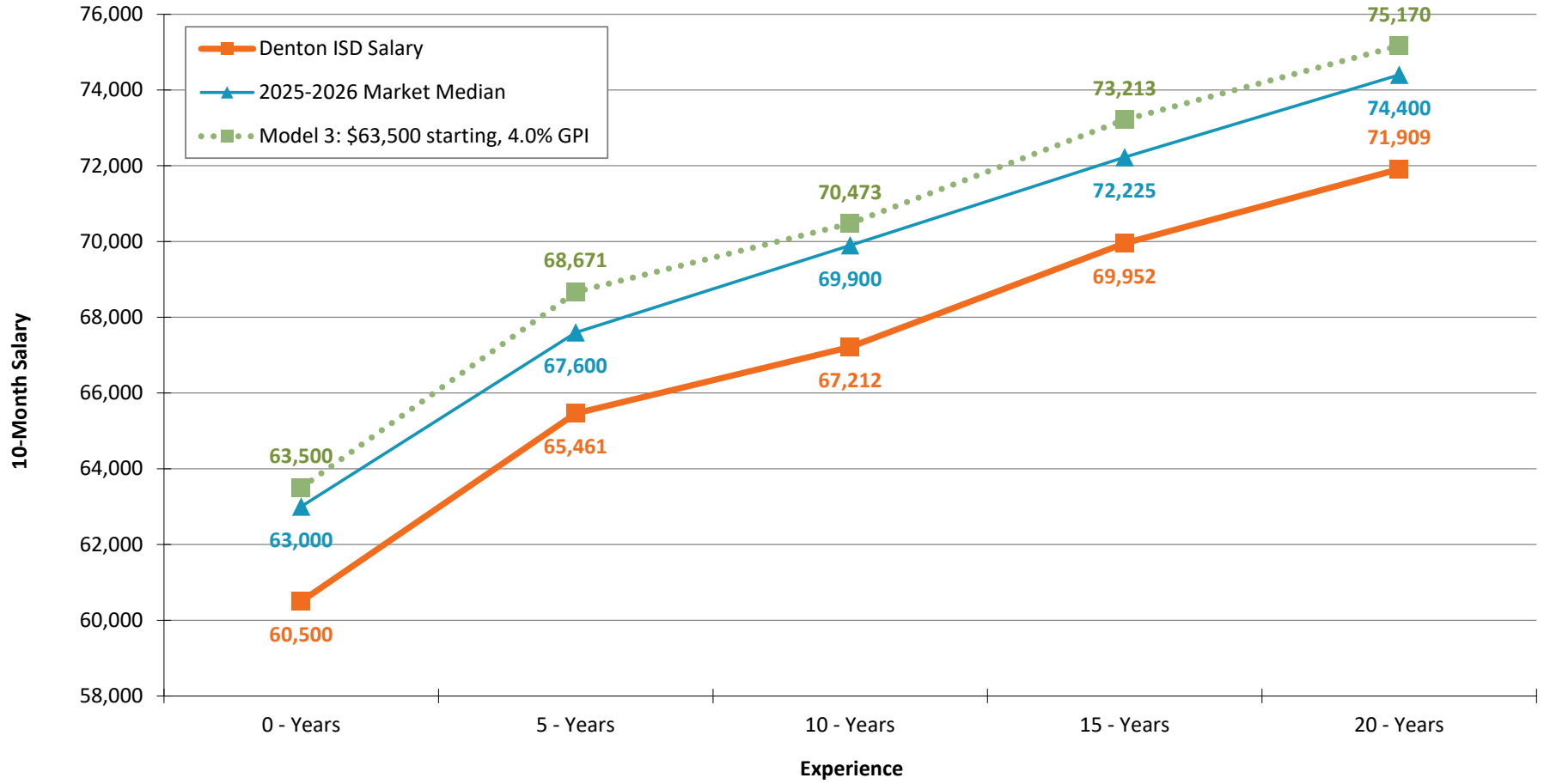
Teachers Salary Plan Development
 Denton ISD
 \$63,500 starting, 4.0% GPI

2025-2026 Years of Exp	2025-2026 New Hire Salary	+	TRA	+	4.0% General Pay Increase	+	Additional Adjustment	=	2026-2027 Years of Exp	2026-2027 Proposed New Hire Salary
									0	\$63,500
0	\$60,500	+		+	\$2,820	+	\$750	=	1	\$64,070
1	\$61,000	+		+	\$2,820	+	\$750	=	2	\$64,570
2	\$61,340	+	\$500	+	\$2,820	+	\$750	=	3	\$65,410
3	\$62,240	+		+	\$2,820	+	\$750	=	4	\$65,810
4	\$62,601	+	\$2,500	+	\$2,820	+	\$750	=	5	\$68,671
5	\$65,461	+		+	\$2,820	+	\$750	=	6	\$69,031
6	\$65,770	+		+	\$2,820	+	\$750	=	7	\$69,340
7	\$66,079	+		+	\$2,820	+	\$750	=	8	\$69,649
8	\$66,594	+		+	\$2,820	+	\$750	=	9	\$70,164
9	\$66,903	+		+	\$2,820	+	\$750	=	10	\$70,473
10	\$67,212	+		+	\$2,820	+	\$750	=	11	\$70,782
11	\$67,727	+		+	\$2,820	+	\$750	=	12	\$71,297
12	\$68,510	+		+	\$2,820	+	\$750	=	13	\$72,080
13	\$69,334	+		+	\$2,820	+	\$750	=	14	\$72,904
14	\$69,643	+		+	\$2,820	+	\$750	=	15	\$73,213
15	\$69,952	+		+	\$2,820	+	\$750	=	16	\$73,522
16	\$70,364	+		+	\$2,820	+	\$750	=	17	\$73,934
17	\$70,776	+		+	\$2,820	+	\$750	=	18	\$74,346
18	\$71,188	+		+	\$2,820	+	\$750	=	19	\$74,758
19	\$71,600	+		+	\$2,820	+	\$750	=	20	\$75,170
20	\$71,909	+		+	\$2,820	+	\$750	=	21	\$75,479
21	\$72,218	+		+	\$2,820	+	\$750	=	22	\$75,788
22	\$72,630	+		+	\$2,820	+	\$750	=	23	\$76,200
23	\$73,042	+		+	\$2,820	+	\$750	=	24	\$76,612
24	\$73,351	+		+	\$2,820	+	\$750	=	25+	\$76,921
25+	\$73,660									

Current Market Median			Exp Diff
Value	Compare Before	Compare After	
<i>0 Years</i>			
63,000	96%	101%	570
			500
			840
<i>5 Years</i>			
67,600	97%	102%	400
			2,861
			360
			309
			309
<i>10 Years</i>			
69,900	96%	101%	515
			309
			309
			515
			783
<i>15 Years</i>			
72,225	97%	101%	824
			309
			309
			412
			412
<i>20 Years</i>			
74,400	97%	101%	412
			412
			309
			309
			412
			412
			309

General pay increase is applied to the market median salary (\$70,488).

Teacher Salary Plan 2025-2026 Market Comparison
\$63,500 starting, 4.0% GPI



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

Discussion & Questions

