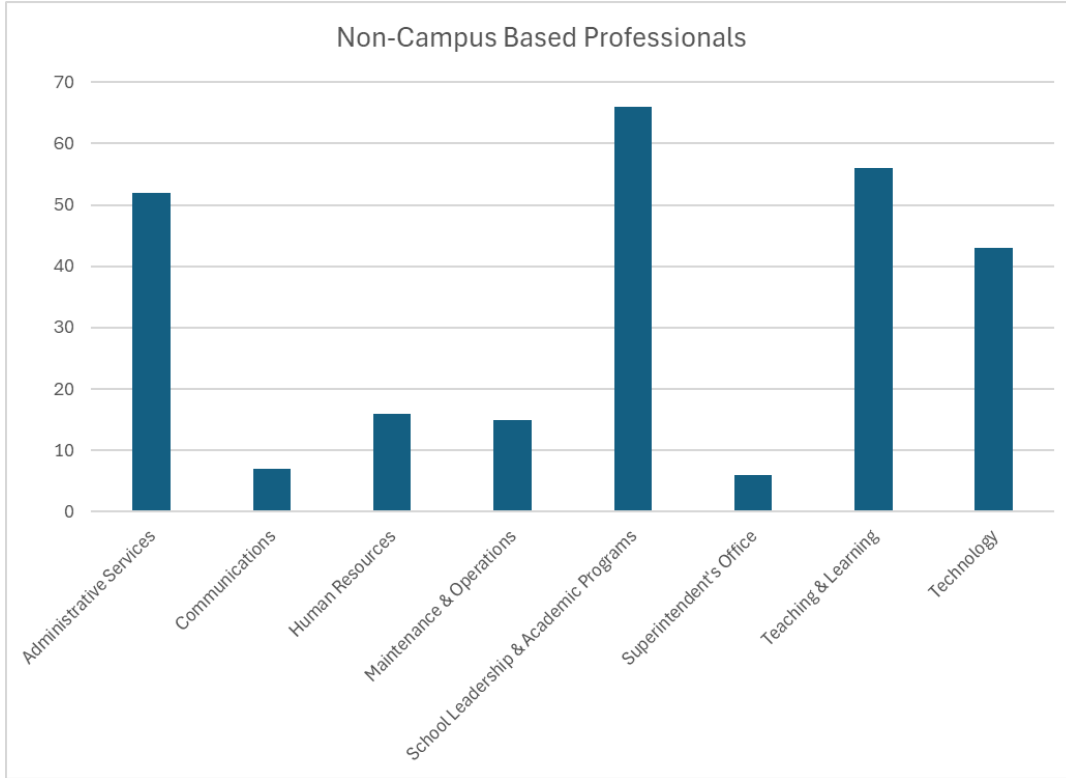


Questions from 1925 Committee - Meeting #3

1. How many non-campus employees are there? What is the breakdown of the number of individuals in each division?




**Data represents positions at the beginning of the 2024-25 school year.*

Denton ISD Central Divisions



Budget
Finance
Payroll
Purchasing
Risk Management



Community Relations
Communications
Publications



Human Resources
Engagement
Benefits
Employee Leave



Custodial
Grounds
Maintenance
Transportation
Warehouse



Superintendent
Board of Trustees
Legal Services



Adult Education
Assessment & Accountability
Athletics
Career & Technology Education
Counseling & Social Work
Fine Arts
Federal Programs
Health Services
Safety & Security
Special Education
Student Support Services



Advanced Academics
Bilingual Education
Digital Learning
Elementary Education
Pre-Kindergarten
Secondary Education



Systems Infrastructure
Network Infrastructure
Technology Services
Integrations
Enterprise Information Systems

Empowering Lifelong Learners

2. What is the protocol for corporations giving donations to the district? There was a line item at the last board meeting about a \$1.5 million donation from an individual, where does that go and what is the protocol on receiving those donations?

The District can, and does, accept donations from a variety of sources throughout the year. The acceptance of all donations to the district are governed by the guidelines set forth in Board Policy CDC(LOCAL) - see full policy at:

<https://pol.tasb.org/PolicyOnline/PolicyDetails?key=383&code=CDC#localTabContent>

The Board of Trustees has delegated authority to the Superintendent to accept any non-property donations valued at less than \$10,000. The criteria for acceptance of all donations are listed in the policy at the link above, and the use of such accepted donations varies greatly and is generally dependent on the stated purpose of the donation, at the discretion of the District. In most circumstances, donations accepted by the Board of Trustees occur as an item within the consent agenda at regular meetings.

Additionally, sponsorships specifically tied to advertising within the District are governed by Board Policy GKB(LOCAL) - see full policy at:

<https://pol.tasb.org/PolicyOnline/PolicyDetails?key=383&code=GKB#localTabContent>

3. What would the cost savings be if we hire LVNs rather than RNs for nursing support?

For 2024-25, we staff every campus with a Registered Nurse and have 43 nurses districtwide. The average salary for our 43 RNs is \$64,123.49, based on 187 duty days. Additionally, we have 4 LVN assigned to each comprehensive high school. The average salary for our 4 LVNs is \$36,468.56. If the average salary for each group is used to determine the savings, there would be a savings of \$27,654.93 (\$64,123.49 - \$36,468.56) per nurse full-time equivalent (FTE). Based on this data, we could estimate a total savings of \$1,189,161.99 (\$27,654.93 x 43) if the district staffed the 43 current RN FTEs with an LVN. These are rough estimates as factors such as experience and qualifications determine each employee's salary in these respective positions.

4. Can we save funds by contracting with employees rather than incurring the cost of insurance and benefits?

Denton ISD has researched contracted services for teaching and support staff, most recently in Special Education. It has been necessary to employ contracted services in critical area positions, that we have no qualified candidates to hire. In these instances, the cost of contracted services is significantly more expensive and cost-prohibitive than employing the person in Denton ISD. This includes factoring the cost of fringe benefits above and beyond the base salary.

5. Could we charge for Transportation Services for all students?

We have discussed this but never tried it. After researching other Districts that have done this their feedback hindered us from going forward. Keller was one of the Districts that tried and said it was not a good experience. They no longer offer transportation for payment.

6. What are the cost savings between: a modified block, traditional block, tri block and all classes in one day 45-minute class periods?

The cost savings between different scheduling models: modified block, traditional block, trimester block, and a traditional schedule (all classes in one day (with 45-minute periods)—can be analyzed by several factors, including teacher workload, classroom space utilization, teacher compensation, and operational efficiency. However, quantifying precise cost savings depends on the specific context (e.g., school district, number of students, teacher salaries).

7. Would the new staffing models result in layoffs, or would it be achieved through attrition?

Based on our average yearly attrition, we should be able to accomplish potential staffing reductions by not filling positions after employees resign or retire.

8. What are the benefits of moving toward incentive-based pay, or using the Teacher Incentive Allotment (TIA)?

The benefits of the Teacher Incentive Allotment are an increase in compensation for the teachers who qualify based on correlative data for teacher performance, student achievement growth, and any additional locally designed measures and requirements. The TIA funds are a supplemental increase and do not replace the teacher's base compensation. The benefit is indeed to increase the teacher's salary. The intent for benefiting the district is to attract the most experienced, highly qualified teachers to the highest-need campuses. Unfortunately, the TIA funds do not offset the funding required to pay a teacher's base compensation, but again, they are used to supplement the teacher's base salary.