

## How Pay Increases Are Calculated

Denton ISD is committed to having the ability to attract and keep top talent. The district has designed a cost-effective compensation package that provides the capability to recruit, retain, and reward employees at all levels.

Denton ISD wants employees to understand our pay system. As a result, the district has developed a series of communications called HR Snapshot. This Snapshot addresses how employee pay increases are calculated.

Pay increases are given to employees to recognize and reward continued service to the district. Periodic pay increases are also necessary to remain competitive in the job market.

### Did the board grant an increase this year?

Yes. The board granted a two percent increase at midpoint during the June 25, 2013 board meeting.

### How was my pay increase calculated?

Denton ISD grants pay increases as approved by the board of trustees in the annual budget. Employee increases are calculated by taking the approved percentage amount and multiplying that by the midpoint rate of their assigned pay grade.

Here is an example:

If the board granted a 3 percent pay increase and the midpoint of your pay grade is \$15.00 per hour, your pay raise would be \$.45 per hour.

Board approved increase	= 3%
Your pay grade midpoint	= \$15.00 per hour
\$15.00 per hour times .03	= \$.45 per hour

### Why don't I receive an increase based on my current pay?

When pay increases are calculated as a percentage of an employee's pay, each employee receives a different dollar amount. The highest paid employees receive the largest pay increases and the lowest paid employees receive the smallest pay increases. This slows the advancement of lower paid employees and does not support the district's goal of employee retention.

### When will I receive my first paycheck with the increase?

It depends on your duty schedule. See the chart below.

10-month duty schedule	September 20th
11-month duty schedule	August 20th
12-month duty schedule	July 20th

**What if my pay is above the maximum rate of the pay range?**

If your pay is above the maximum rate, you will receive a one percent pay increase at midpoint of your pay grade.

**How can I get more information?**

You can contact the Human Resources Department at 940-369-0040. Also, look for other Snapshot documents posted on the district's Web Site.