

## Pay System Overview

Denton ISD is committed to having the ability to attract top talent, keep talented employees pay equitable, and demonstrate appreciation for their contributions. 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 questions frequently asked by employees about the pay system.

Our pay system controls one part of a total rewards strategy. Total rewards include the complete package of salary, benefits, incentives, and all the other tools that the district uses to recruit, retain, and reward employees for services performed. Everything that might be perceived to be of value in the employment relationship is part of a total rewards strategy. A total rewards strategy consists of three primary components:



Compensation	<ul style="list-style-type: none"><li>• Salary</li><li>• Wages</li><li>• Stipends</li></ul>
Benefits	<ul style="list-style-type: none"><li>• Medical and dental</li><li>• Paid time off</li><li>• Other protection programs</li></ul>
Working Conditions	<ul style="list-style-type: none"><li>• School climate</li><li>• Physical working conditions</li><li>• Personal relationships</li></ul>

### What is the district's pay strategy?

The first strategy is to **pay for the value of the job**. We pay based on the level of job responsibility and ensure that the pay structures are competitive with the job market. The district has systems and processes in place to provide an equitable way to evaluate jobs based on the skill, effort and responsibility level. The district also conducts regular market analysis to determine how we pay compared to other districts and employers.

The second strategy is to **recruit and hire talented employees**. The district is committed to hiring highly skilled people and the pay system supports this by establishing competitive starting pay for all jobs. Denton ISD also ensures that pay offers to new employees are competitive in our job market as well as fair to our current employees.

The third strategy is to **provide pay and benefits that retain our current employees**. Denton ISD is invested in our employees. The pay plan is a system that provides pay increases that keep pace with other districts and employers. The pay system distributes the increases in a fair and equitable way based on available revenue and board action.

## What is the pay system look like?

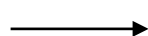
There are several component parts that make up the whole pay system:

- Pay grades – Every job in the district has been assigned a pay grade. Jobs are grouped in these grades with jobs of the same or similar value.
- Pay range – Every pay grade has a range of pay from minimum to maximum. This is used as the guideline for setting and controlling individual pay rates.
- Control points – The minimum, midpoint, and maximum values set within a pay range to control and link pay to job value.

## Pay Range

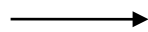
### Control Points

**Maximum Rate**

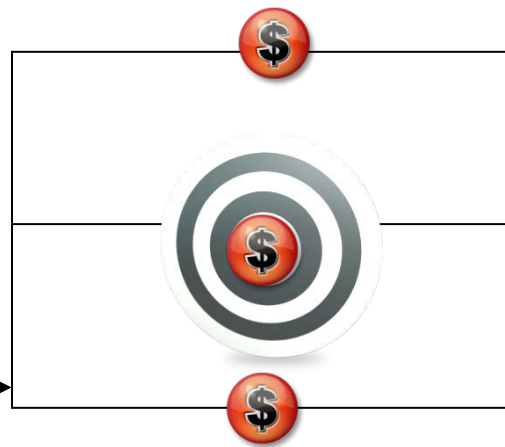


**Midpoint Rate**

(Market value)



**Minimum Rate**



## How do employees benefit from this pay system?

This pay system ensures that employees are paid competitive wages, wages that are similar to other districts and employers. It also provides a systematic way to distribute pay increases based on available revenue as approved by the board of trustees.

## How can I get more information?

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