



# Compensation and Salary Administration Teacher Excellence Initiative (TEI) Frequently Asked Questions

Dallas ISD Compensation Programs are designed to ensure that each component of our rewards program promotes an atmosphere that attracts, motivates and retains high performing employees while providing support to the organizational mission of educating all students for success!

General TEI FAQ's:

Teacher Excellence Initiative									
Days	Unsat	Progressing I	Progressing II	Proficient I	Proficient II	Proficient III	Exemplary I	Exemplary II	Master*
187/191	\$47,000	\$51,000	\$53,000	\$56,000	\$60,000	\$65,000	\$74,000	\$82,000	\$90,000
Performance Retention Increase			\$500	\$750	\$1,000	\$1,000	\$1,250	\$1,250	

**Q: I am a new teacher whose position is on TEI. How will I be compensated?**

A: Teachers newly hired (or rehired after two years) to Dallas Independent School District will be compensated (for the first year only), according to the Teachers Introductory Compensation Schedule and the corresponding salary amount based on CYS. Once a new teacher has been evaluated under TEI AND completes at minimum 125 days of classroom instruction in a fiscal school year, their compensation for subsequent years will be based upon their earned effectiveness level.

**Q: Can my salary ever decrease on TEI?**

A: Yes. Once a teacher holds an effectiveness level, and the teacher receives a lower evaluation rating for three consecutive years, their effectiveness level and corresponding salary may decrease by one level in the fourth year. Salaries will not drop below a teacher's salary floor, if applicable.

**Q: What is a salary floor?**

A: A teacher's salary floor is either their 2014-2015 salary or the teacher's starting salary if hired in 2015-2016. Teachers who entered into the district after the 2015-2016 school year will not have a salary floor.

**Q: Is there a salary cap for teachers in the 2017-2018 school year?**

A: There is no salary cap for the 2017-2018 school year (system rules and paygrade maximums still apply).

**Q: Do advanced degrees count for any additional compensation under TEI?**

A: Directly no. However, graduate degrees and/or continuing education credits may be considered as evidence of life-long learning which is reflected under the Distinguished Teacher Review. Teachers earning the Distinguished Teacher classification ARE eligible for increased compensation under TEI.

**Q: If I leave my teaching position, how long will my earned effectiveness level remain valid before it is no longer considered in future salary determinations?**

A: For salary determinations, effectiveness levels are considered valid for two years after it is earned. The teacher will return to the Teachers Introductory Compensation Schedule after the two-year timeframe has expired.

**Q: I am currently an eligible Distinguished Teacher candidate, but I have been offered a Campus Instructional Coach position for the 2017-2018 school year. Will my salary as an Instructional Coach take into consideration the effectiveness level I receive in September?**

A: No, it will not. Employees are compensated according to the compensation program of their most recent and/or recommended position. In this example, an employee will be paid according to the Campus Instructional Coach salary pay program.

**Q: I am currently a teacher and I am considering taking a Campus Instruction Coach position. Will I see an increase in salary?**

A: Not necessarily. Since the Campus Instructional Coach position is on a different pay program than teachers', salaries will be based on the candidate's knowledge, skills and abilities (KSAs), related work experience and internal comparisons with other Campus Instructional Coaches.

#### Performance Retention Increase FAQ's

**Q: I see new information about the Performance Retention Increase for the 2017-2018 school year. How will that affect me?**

A: Beginning in the 2017-2018 school year, teachers who earn and/or maintain an Effectiveness Level of Progressing II up to Exemplary II may be eligible for a Performance Retention Increase. To be considered eligible, a teacher's current annual salary must be at or above —the corresponding salary of their earned Effectiveness Level for 2017-2018. Teachers who are advancing a level will receive either the corresponding salary amount for the earned effectiveness level or the Performance Retention Increase, whichever is greater.

**Q: If I am eligible to receive the Performance Retention Increase, how will I receive the increase?**

A: Eligible individuals will see the increase in their base salary up to the effectiveness level's pay maximum. Teachers who are at/over their respective pay maximum or individuals who receive an Exemplary II Effectiveness Level will receive a one-time lump sum stipend. All increases will be paid out in October 2017.

**Q: What happens if the increase I receive for my new effectiveness level salary is less than the corresponding Performance Retention Increase?**

A: Teachers will receive the greater of the corresponding effectiveness level salary or the Performance Retention Increase (added to their base salary), whichever is greater. (maximums apply).

Example: A teacher who earned an effectiveness level of Proficient III with a current base salary of \$64,022. The base salary of the above teacher will be adjusted to \$65,022 because the value of the Proficient III Performance Retention Increase (\$1,000) is greater than the increase value (\$978) of the corresponding effectiveness level salary of \$65,000.

**Q: Can I receive the corresponding salary increase in addition to receiving the Performance Retention Increase?**

A: Unfortunately, no. The eligible teacher will only receive the greater of the corresponding effectiveness level salary or the Performance Retention Increase, added to their base salary (maximums apply). Teachers who are eligible, and whose base pay is at or over the maximum, will receive a one-time, lump-sum stipend, paid in October in the amount of the corresponding Performance Retention Increase.

**Q: I am currently a Proficient II teacher moving to a Campus Instructional Coach position for the 2017-2018 school year. Will I receive the Performance Retention Increase of \$750 added into my pay as Campus Instructional Coach?**

A: Unfortunately, no. Since the Campus Instructional Coach position is on a different pay program than teachers', salaries will be based on the candidate's knowledge, skills and abilities (KSAs), related work experience and internal comparisons with other Campus Instructional Coaches.

**Q: I earned a Progressing I effectiveness level for the 2017-2018 school year. Am I eligible for a Performance Retention Increase?**

A: No. Only teachers who maintained/earned their current effectiveness level, between Progressing II or Exemplary II are eligible for a Performance Retention Increase.

**Q: If I have more questions regarding the Teacher Excellence Initiative, who can I contact?**

A: You can always reach out to the Compensation Department at [notifycomp@dallasisd.org](mailto:notifycomp@dallasisd.org) for questions regarding salaries. Also, feel free to visit the Teacher Excellence Initiative website at [tei.dallasisd.org](http://tei.dallasisd.org) or reach out to the TEI Team at [tei@dallasisd.org](mailto:tei@dallasisd.org) for general TEI questions.