

HOW TO CALCULATE YOUR 2018-2019 SALARY

STEP 1: Identify your **TEI effectiveness level** located in the right hand corner of your **TEI scorecard via Oracle Self-Service**

2018-19 Effectiveness Level

Proficient I

Average Evaluation Score and 2017-18 Evaluation Rating

60 – Proficient I

STEP 2: Find the corresponding **compensation** associated with your **TEI scorecard via Oracle Self-Service**

| Novice | Progressing | | Proficient | | | Exemplary | | Master |
|--------|-------------|-------|------------|-------|-------|-----------|-------|--------|
| | I | II | I | II | III | I | II | |
| \$52K | \$52K | \$53K | \$56K | \$60K | \$65K | \$74K | \$82K | \$90K |

To receive a Proficient II effectiveness level or above, teachers must go through the Distinguished Teacher Review

STEP 3: Check to see if any of the following **rules apply** to you:

- **2% salary increase, Effectiveness Level increase, or One-Time Lump Sum stipend:** Eligible Teachers will receive the greater of their effectiveness level increase or 2% increase to base salary. For those at or above the Level Maximum of their rating, they will receive their increase in the form of a one-time lump sum stipend paid on the October 2018 paycheck, listed as "STIPEND".
- **Lower Evaluation Rating:** If a teacher's evaluation rating is lower than their effectiveness level and they have not been brought up to the salary associated to their effectiveness level, then they could be eligible for a salary increase.
- **Salary Floor:** A teacher's salary will never be lower than their 2014-2015 salary.
- **Unsatisfactory Effectiveness Level:** If a teacher receives an Unsatisfactory effectiveness level, they will remain at their 2017-2018 salary level and are not eligible for an increase.
-

You will receive your new salary in your October 2018 paycheck.

If you are eligible for a salary increase, this amount will be prorated across all paychecks beginning in October. Your October paycheck will be larger since it will include the prorated amount from both September and October. The remaining amount will be equally allocated over the remainder of the year.