



# 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*
<b>187/191</b>	\$47,000	\$52,000	\$53,000	\$56,000	\$60,000	\$65,000	\$74,000	\$82,000	\$90,000
<b>Level Maximum 187/191 Days</b>				\$70,000			\$80,000	\$82,000	\$90,000

**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 has a hire date on or before December 21, 2017, 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 2018-2019 school year?**

A: There is no salary cap for the 2018-2019 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 2018-2019 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 Instructional 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.

#### Salary Increase FAQ's

**Q: I see new information about the Board Approved Increase for the 2018-2019 school year. How will that affect me?**

A: During the August 23<sup>rd</sup> Board Meeting, the Dallas ISD Board of Trustees unanimously approved up to \$33.3 million in salary increase for eligible teachers, campus leaders, and non-instructional staff. Eligible teachers at Progressing II and above based on their 2018-2019 Effectiveness Level will receive the greater value of a 2% salary increase or any earned Effectiveness Level change. Employees above the Level Maximum for their Effectiveness Level will receive the 2% increase in the form of a one-time lump sum payment paid in October 2018.

**Q: If my salary did not increase, did I receive my 2% increase?**

A: Eligible individuals above Progressing II who did not see an increase in their base salary should be likely above the level maximum for their Effectiveness Level and should see a one-time lump sum payment listed as "STIPEND" on their October 2018 paycheck. Please check your Statement of Earnings.

**Q: What happens if the increase I receive for my new effectiveness level salary is less than the 2% increase?**

A: Teachers will receive the greater of the corresponding effectiveness level salary or the 2% Board Approved Increase (added to their base salary), whichever is greater. (maximums apply).

**Example A:** 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 \$65,302, (2% increase to current salary)

**Example B:** A teacher who earned an effectiveness level of Proficient III with a current base salary of \$69,369. The base salary of the above teacher will be adjusted to \$70,000 (Proficiency Level Maximum) and they will receive a one-time stipend on their October 2018 paycheck for \$756 (the remainder of their 2% increase).

**Q: I earned a Progressing I effectiveness level for the 2018-2019 school year. Am I eligible for the 2% increase?**

A: No. Only teachers who maintained/earned their current effectiveness levels, between Progressing II or Exemplary II are eligible for the 2% increase. The pay associated with the Progressing I level has increased for the 2018-2019 school year from \$51,000 to \$52,000 so you will see that adjustment reflected in your October 2018 paycheck.

**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.