


Understanding Your 2019-2020 TEI Compensation

This document is intended for returning TEI-eligible teachers who received a 2018-2019 TEI scorecard with a 2019-2020 TEI Effectiveness Level. This document cannot be used to determine compensation for any year other than 2019-2020.

<p>1</p>	<p>VIEW YOUR 2018-2019 TEI SCORECARD IN MY RECORDS. Log in to My Records with EAD username and password here from within the DISD network: http://myrecords.dallasisd.org. Select "Evaluations" and enter your Employee ID, then submit.</p>																																																																																	
<p>2</p>	<p>LOCATE YOUR 2019-2020 TEI EFFECTIVENESS LEVEL. Remember, eligibility for salary increase through TEI is based upon the current Effectiveness Level.</p> 																																																																																	
<p>3</p>	<p>REVIEW YOUR 2018-2019 BASE SALARY. Log in to Oracle here with username and password: https://ebsprod.dallasisd.org/ Review your 2018-2019 Salary in Oracle through your Salary History or Statement of Earnings.</p>																																																																																	
<p>4</p>	<p>MAKE NOTE OF THE 2019-2020 TEI INCREASE STRUCTURE. In 2019-2020, eligible teachers will receive the GREATER OF effectiveness level increase, change to compensation level, or board-approved increase.</p>																																																																																	
<p>5</p>	<p>REVIEW THE 2019-2020 TEI COMPENSATION LEVELS.</p> <table border="1" data-bbox="362 999 1430 1136"> <thead> <tr> <th>Unsat</th> <th colspan="2">Progressing</th> <th colspan="3">Proficient</th> <th colspan="2">Exemplary</th> <th>Master</th> </tr> <tr> <th></th> <th>I</th> <th>II</th> <th>I</th> <th>II</th> <th>III</th> <th>I</th> <th>II</th> <th></th> </tr> </thead> <tbody> <tr> <td>\$47,000</td> <td>\$54,000</td> <td>\$54,500</td> <td>\$58,500</td> <td>\$63,000</td> <td>\$70,000</td> <td>\$74,000</td> <td>\$82,000</td> <td>\$90,000</td> </tr> </tbody> </table> <ul style="list-style-type: none"> If the increase earned by advancing an effectiveness level or by change in the compensation level is greater than the board-approved increase, the employee's 2019-2020 salary will equal the <u>2019-2020 TEI Compensation level for the corresponding Effectiveness Level</u>. <p style="text-align: center;">OR</p> <ul style="list-style-type: none"> If the increase earned for change in compensation level or effectiveness level for Progressing II or higher is less than 2% (0-5 CYS) or 2.5% (6 or more CYS) the teacher will earn a board approved increase as shown below. Progressing I teachers with 6 or more CYS are eligible for a 1.5% increase. <table border="1" data-bbox="412 1465 1372 1812"> <thead> <tr> <th rowspan="2">19-20 Effectiveness Level</th> <th colspan="2">0-5 CYS Lump-sum Stipend</th> <th colspan="2">6 or More CYS* Base Salary Increase</th> </tr> <tr> <th>Increase** (\$)</th> <th>Percent** (%)</th> <th>Increase** (\$)</th> <th>Percent** (%)</th> </tr> </thead> <tbody> <tr> <td>Unsatisfactory</td> <td>\$0</td> <td>0%</td> <td>N/A</td> <td>N/A</td> </tr> <tr> <td>Progressing I</td> <td>\$0</td> <td>0%</td> <td>\$812</td> <td>1.5%</td> </tr> <tr> <td>Progressing II</td> <td>\$1,080</td> <td>2%</td> <td>\$1,363</td> <td>2.5%</td> </tr> <tr> <td>Proficient I</td> <td>\$1,170</td> <td>2%</td> <td>\$1,463</td> <td>2.5%</td> </tr> <tr> <td>Proficient II</td> <td>\$1,260</td> <td>2%</td> <td>\$1,575</td> <td>2.5%</td> </tr> <tr> <td>Proficient III</td> <td>\$1,400</td> <td>2%</td> <td>\$1,750</td> <td>2.5%</td> </tr> <tr> <td>Exemplary I</td> <td>\$2,220</td> <td>3%</td> <td>\$2,220</td> <td>3%</td> </tr> <tr> <td>Exemplary II</td> <td>\$2,520</td> <td>3%</td> <td>\$2,520</td> <td>3%</td> </tr> <tr> <td>Master</td> <td>N/A</td> <td>N/A</td> <td>\$2,700</td> <td>3%</td> </tr> </tbody> </table> <p><small>*Percent increases were differentiated by effectiveness level and years of service for 19-20 **Increases based on compensation level, not individual employee salary.</small></p>	Unsat	Progressing		Proficient			Exemplary		Master		I	II	I	II	III	I	II		\$47,000	\$54,000	\$54,500	\$58,500	\$63,000	\$70,000	\$74,000	\$82,000	\$90,000	19-20 Effectiveness Level	0-5 CYS Lump-sum Stipend		6 or More CYS* Base Salary Increase		Increase** (\$)	Percent** (%)	Increase** (\$)	Percent** (%)	Unsatisfactory	\$0	0%	N/A	N/A	Progressing I	\$0	0%	\$812	1.5%	Progressing II	\$1,080	2%	\$1,363	2.5%	Proficient I	\$1,170	2%	\$1,463	2.5%	Proficient II	\$1,260	2%	\$1,575	2.5%	Proficient III	\$1,400	2%	\$1,750	2.5%	Exemplary I	\$2,220	3%	\$2,220	3%	Exemplary II	\$2,520	3%	\$2,520	3%	Master	N/A	N/A	\$2,700	3%
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<p>6</p>	<p>REVIEW YOUR OCTOBER 2019 STATEMENT OF EARNINGS. TEI increases are paid in October annually, retroactive to contract start date, and will be reflected in Oracle.</p>																																																																																	