

Dallas ISD Proposed *Teacher Incentive Allotment* Spending Plan

As designed and approved in 2014, the [Dallas ISD Teacher Excellence Initiative](#) compensation system supports the evaluation system’s focus on effective teaching – defined through teacher performance, student perceptions, and student achievement, with emphasis on student growth. The traditional teacher salary schedule, which uses years of service and college degrees as the measures for compensation, places little importance on teacher performance and student outcomes.

The Teacher Excellence Initiative eliminates the traditional teacher salary schedule and replaces it with a compensation system based on nine effectiveness levels. Teacher Effectiveness Levels, and eligibility for the proposed *Teacher Incentive Allotment* designations, do not vary by content area, grade level or campus assignment.

Through TEI, teachers earn an Effectiveness Level annually. Each Effectiveness Level is associated to a compensation level, or base salary, which is approved annually by the Board of Trustees. As such, all Dallas ISD teacher salary increases are merit based, reported here as an amount above the district’s approved Novice Teacher Salary.

The district seeks to utilize current Dallas ISD District Strategic Initiative funds and Teacher Incentive Allotment funds with two specific aims:

- (1) To sustain the ongoing cost of TEI merit increases and ensure the Dallas ISD teacher salaries, as determined through TEI Effectiveness Levels, aggressively lead the state and regional market. This includes projected base salary increases of \$32M in 2020-21.
- (2) To expand the district’s strategic staffing efforts by increasing access to highly-effective (“Designated” or “TEI Distinguished”) teachers at the district’s [High-Priority \(HPC\) and ACE campuses](#) through targeted stipends. These stipends carry a projected cost of \$12M in 2020-21.

Under this proposed spending plan, teachers at all campuses will maintain eligibility for merit increases annually, with the larger increases above the district novice salary, as shown below, reserved for those earning a TIA designation. Eligible teachers may earn additional compensation via a TRS-eligible stipend through service at one of the district’s High Priority or ACE campuses.

2020-21 TEI Proposed Teacher Payout

2019-20 Effectiveness Level	State TIA Designation	2020-21 Effectiveness Level Salary	2020-21 Effectiveness Level Increase*	2020-21 HPC Stipend	2020-21 ACE Stipend [§]
Novice	NA	\$56,500	NA	NA	\$4,000
Progressing I	NA	\$57,000	\$500	NA	\$4,000
Progressing II	NA	\$57,500	\$1,000	NA	\$4,000
Progressing II + DTR Eligible	Recognized	\$57,500	\$1,000	\$4,000	\$8,000
Proficient I	NA	\$64,000	\$7,500	NA	\$4,000
Proficient I + DTR Eligible	Recognized	\$64,000	\$7,500	\$4,000	\$8,000
Proficient II	Recognized	\$67,000	\$10,500	\$4,000	\$8,000
Proficient III	Exemplary	\$72,500	\$16,000	\$6,000	\$9,000
Exemplary I	Master	\$76,000	\$19,500	\$8,000	\$10,000
Exemplary II	Master	\$84,000	\$27,500	\$8,000	\$10,000
Master	Master	\$100,000	\$43,500	\$8,000	\$10,000

*Base Salary amount *above* district Novice Salary; does not include any board-approved increase. [§]Eligible teachers receive both HPC and ACE stipends.

With total spending proposed at \$44M in 2020-21, the district expects to meet and exceed spending requirements outlined in statute for the projected Teacher Incentive Allotment funds.