

HOW TO CALCULATE YOUR 2015-16 SALARY

STEP 1: Identify your **TEI effectiveness level** located in the right hand corner of your **TEI scorecard via Oracle Self-Service¹**

2015-16 Effectiveness Level	Proficient I
Average Evaluation Score and 2014-15 Evaluation Rating	69 – Proficient I

¹ If your scorecard indicates "No Level", you did not meet the 125 minimum days of instruction. If your 2014-15 salary is below \$50,000, please see Step 3 to understand your 2015-16 salary.



STEP 2: Find the corresponding **compensation** associated with your **TEI effectiveness level**

Novice	Progressing		Proficient			Exemplary		Master
	I	II	I	II	III	I	II	
\$50K	\$51K	\$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:



- **Salary Cap:** For the first two years of TEI implementation, the maximum salary increase in a single year is capped at \$5,000 from the prior year's salary amount.
- **Salary Floor:** A teacher's salary will never be lower than their 2014-15 salary. If a teacher's current salary is at or above the compensation amount that corresponds to their effectiveness level, their salary will remain the same.
- **Unsatisfactory Effectiveness Level:** If a teacher receives an Unsatisfactory effectiveness level, they will remain at their 2014-15 salary level and are not eligible for an increase.

Additional Notes:

- Teachers who have completed at least one creditable year of service will receive a minimum salary of \$51,000
- Teachers without a full creditable year of service will receive a minimum salary of \$50,000

You will receive your new salary in your October 2015 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.

Visit <http://tiny.cc/teisalariycalculator> to access an interactive salary calculator

COMPENSATION FREQUENTLY ASKED QUESTIONS

Q: Will my salary ever drop below my 2014-15 school year salary?

A: No. Your salary will never drop below your 2014-15 school year salary. For teachers new to the district in 2015-16, their salary will never go below their initial salary in the district. A teacher's salary floor is either the 2014-15 salary or their first salary with Dallas ISD if they join in 2015-16 or later.

Q: What is the maximum increase a teacher can receive in their 2015-16 salary?

A: For the first two years of TEI implementation, the maximum salary increase in a single year is capped at \$5,000 from the prior year salary amount. For example, a teacher currently making \$47,382 who earns an effectiveness level of Proficient I will see an increase up to \$52,382 in the 2015-16 school year.

Q: What was the eligibility criteria to apply for the 2014-15 DTR process?

A: The eligibility criteria for the 2014-15 DTR process included the following: 1) Teacher was in at least their third year of service, 2) Teacher earned a minimum score of 65 on the summative performance evaluation by December 7th, 2014, 3) Teacher received at least 50% of their combined student achievement and student experience points.

Q: I'm currently a DTR-eligible teacher, but I've been offered an instructional coach position for the next school year. Will my salary as an instructional coach be informed by the effectiveness level I receive in September?

A: No. Throughout the district, all staff members are compensated according to their current positions. Employees will be paid according to the CIC salary schedule and receive a salary quote from HCM.

Q: Is there a minimum number of days a teacher must work to be eligible for a higher effectiveness level?

A: Teachers normally eligible for CEIs, academic peer group, and status metrics (Category A and B teachers) who work less than 125 instructional days do not have any metrics computed for that school year because of the extensive time away from the classroom and may result in the teacher being evaluated under Category C or D. Teachers who meet this criteria will receive evaluation ratings but the evaluation scores will not be used in determining effectiveness levels. As a result, these teachers will not receive an effectiveness level and, therefore, are ineligible for a salary increase or decrease. Please note, teachers who ended the 2014-15 school year with at least one creditable year of service, will have their salary increased to \$51,000. Those who did not earn a year of teaching credit through the state will have their salary increased to \$50,000.

Q: What is the difference between my "Evaluation Rating", "Effectiveness Level" and my "Compensation Level"?

A: Evaluation ratings are determined from evaluation scores based on points a teacher earns from their teacher performance, student achievement, student surveys, and DTR points (if applicable). Effectiveness levels are determined from evaluation ratings and require the application of relevant rules (e.g. years of service, minimum 125 day requirement, etc.). Compensation levels are determined from effectiveness levels and require the application of a set of rules (e.g. salary floor, \$5,000 cap, etc.).

Q: What are the rules that will determine my effectiveness level?

A: The highest effectiveness level a teacher who has completed one year of service can earn is Progressing I. The highest effectiveness level a teacher who has completed two years of service can earn is Progressing II. In order to earn an effectiveness level of Proficient II or higher, a teacher must go through the DTR process.

Q: Will stipends continue?

A: Stipends for hard-to-fill areas (e.g. bilingual teachers) will continue based on need. Stipends for Imagine 2020 department leads, team leaders, and mentors will continue through 2015-2016. In 2014-15 and beyond, teachers in these roles have the potential to earn points in the DTR process for fulfilling these leadership roles, which could result in increased compensation. Stipends will continue to be evaluated by the district.

Q: Will there be adjustments for inflation or cost-of-living?

A: The compensation scale will be reviewed at least once every three years to determine if the scale is competitive and to make a recommendation to adjust it if necessary based on a market analysis. Please note, this July the board approved the current TEI compensation levels. The 3% increase does not apply to teachers evaluated under TEI.

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For additional questions regarding your compensation visit www.dallasisd.org/tei or email tei@dallasisd.org