



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*
187/191	\$47,000	\$57,000	\$57,500	\$64,000	\$67,000	\$72,500	\$76,000	\$84,000	\$100,000

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 31, 2020, 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.

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 2020-2021 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.

Will I receive a TEI Scorecard in 2019-2020?

No. Due to circumstances arising from the COVID-19 outbreak, TEI scorecards will not be produced in 2019-2020.

How will I know my salary for 2020-2021?

Returning teachers with prior year TEI data will carry over the 2019-2020 Effectiveness Level in abeyance. These teachers will earn the greater of (1) Change to the TEI Compensation level or (2) Board approved increase. Please see the approved compensation plan [here](#).

2019-2020 newly hired teachers who do not yet have an Effectiveness Level will be placed on the 2020-2021 New Hire Schedule by years of service or may eligible for a board-approved increase. These teachers should contact notifycomp@dallasisd.org with any questions.

When will I know my salary for 2020-2021?

HCM shared the proposed 2020-2021 TEI compensation schedules at the February Board Briefing. Please see the approved compensation plan [here](#).

Will any teacher see a salary decrease next year?

No returning teacher will have a decrease in base salary in 2020-2021. Please see the approved compensation plan [here](#).

When will I receive my salary increase in 2020-21?

Salary increases for Excellence Initiatives (TEI, PEI, APEI, EDEI) are paid in October retroactive to contract start date.

Will the district still offer High Priority Campus and ACE stipends in 2020-2021?

Yes. The district is committed to increasing access to highly effective teachers at High Priority and ACE campuses, and teachers may earn additional stipends for service at these campuses. See additional information linked below:

[Expanding Teacher Compensation through HB3 Teacher Incentive Allotment](#)

[High Priority Campus Roster](#)

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 for questions regarding salaries. Also, feel free to visit the Teacher Excellence Initiative website at tei.dallasisd.org or reach out to the TEI Team at tei@dallasisd.org for general TEI questions.