

Understanding Your 2025-2026 TEI Compensation

This document is intended for returning TEI-eligible teachers who received a 2024-2025 TEI scorecard with a 2025-2026 TEI Effectiveness Level. This document cannot be used to determine compensation for any year other than 2025-2026.

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VIEW YOUR 2024-2025 TEI SCORECARD IN [LASERFICHE](#).

Log in to Laserfiche with EAD username and password: <https://records.dallasisd.org/EmployeeRecords/>
Select **Personnel Files**, under **Document Type**, select “**Evaluations**” leave **Document Description** blank, enter your Employee ID, and then **Submit**.

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LOCATE YOUR 2025-2026 TEI EFFECTIVENESS LEVEL.

Remember, eligibility for salary increase through TEI is based upon the current Effectiveness Level.

2025-26 Effectiveness Level

Average Evaluation Score and 2024-25 Evaluation Rating

Proficient I

700 – Proficient I

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REVIEW YOUR 2024-2025 BASE SALARY.

Log in to Oracle here with username and password: <https://ebsprod.dallasisd.org/>
Review your 2024-2025 Salary in Oracle through your Salary History or Statement of Earnings.

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MAKE NOTE OF THE 2025-2026 TEI INCREASE STRUCTURE.

In 2025-2026, eligible teachers will receive the greater of the following: an Effectiveness Level advancement, change to compensation level, OR differentiated board-approved increase.

REVIEW THE 2025-2026 TEI COMPENSATION LEVELS.

2025-2026 TEI Compensation Levels (187/191 Days)

PROGRESSING I	PROGRESSING II	PROFICIENT I	PROFICIENT II	PROFICIENT III	EXEMPLARY I	EXEMPLARY II	MASTER
\$65,500	\$66,000	\$75,000	\$78,000	\$83,000	\$86,000	\$90,000	\$100,000

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 2025-2026 salary will equal the 2025-2026 TEI Compensation level for the corresponding Effectiveness Level.

OR

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If the increase earned for change in compensation level or effectiveness level is *less than the amount earned via board approved increase*, the teacher receives the board approved increase.

Board-Approved Increase

(187/191 Days)

PROGRESSING I	PROGRESSING II
\$1,310*	\$1,320*

*2% of compensation level

Effectiveness Level	Years of Experience (CYS)	
	3-4 CYS	5+ CYS
Proficient I, II, III	\$4,000	\$5,000
Exemplary I, II	\$4,500	\$5,000
Master	\$5,000	\$5,000

Remember: the board-approved increase is applied only if the change in salary from level advancement or compensation level is less than the board-approved increase.

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REVIEW YOUR OCTOBER 2025 STATEMENT OF EARNINGS.

TEI increases are paid in October annually, retroactive to contract start date, and will be reflected in [Oracle](#).