TEACHER EXCELLENCE INITIATIVE

04/10/2026

Dallas ISD *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 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.
(2) To *expand* the district's strategic staffing efforts by increasing access to highly-effective ("Designated" or "TEI Distinguished") teachers at the district's District Support Initiative campuses through targeted stipends.

Under this 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 priority campuses.

Allotment funds generated by centrally assigned, non-TEI eligible positions, such as dyslexia interventionists will be applied to base salary costs for teachers at the campus for which the teacher is employed. These positions are ineligible for DSI stipends.

2026-2027 TEI Teacher Payout

2026-27 Effectiveness Level	State TIA Designation**	2026-27 Effectiveness Level Salary (187/191)	2026-27 PTE Core Stipend	2026-27 PTE Non-Core Stipend$	2026-27 SSS/SSHS Core Stipend	2026-27 SSS/SSHS Non-Core Stipend
Novice/No Level	NA	$68,000	NA	NA	NA	NA
Progressing I	NA	$68,500	NA	NA	NA	NA
Progressing II	NA	$69,500	NA	NA	NA	NA
Proficient I	Acknowledged	$78,000	$9,000	$5,000	$7,000	$5,000
Proficient II	Recognized	$81,000	$11,000	$7,000	$9,000	$7,000
Proficient III	Exemplary	$86,000	$12,000	$8,500	$10,000	$8,500
Exemplary I	Master	$89,000	$13,000	$10,000	$11,000	$10,000
Exemplary II	Master	$93,000	$13,000	$10,000	$11,000	$10,000
Master	Master	$103,000	$13,000	$10,000	$11,000	$10,000

*Base Salary amount *above* district Novice Salary; does not include any board-approved increase. $**Eligible teachers receive greater of DSI stipends.**
**State TIA Designation determines eligibility for DSI Grad stipends. Only valid Effectiveness Level is used to determine base salary.

2025-2026 TEI Teacher Payout

2025-26 Effectiveness Level	State TIA Designation**	2025-26 Effectiveness Level Salary (187/191)	2025-26 PTE Core Stipend	2025-26 PTE Non-Core Stipend[$]	2025-26 SSS/SSHS Core Stipend	2025-26 SSS/SSHS Non-Core Stipend	2025-26 ACE Grad	2025-26 HPC Grad
Novice/No Level	NA	$65,000	NA	NA	NA	NA	NA	NA
Progressing I	NA	$65,500	NA	NA	NA	NA	$2,000	NA
Progressing II	NA	$66,000	NA	NA	NA	NA	$2,000	NA
Proficient I	NA	$75,000	$8,000	$4,000	$6,000	$4,000	$6,000	$2,000
Proficient II	Recognized	$78,000	$10,000	$6,000	$8,000	$6,000	$7,500	$3,000
Proficient III	Exemplary	$83,000	$11,000	$7,500	$9,000	$7,500	$9,000	$3,750
Exemplary I	Master	$86,000	$12,000	$9,000	$10,000	$9,000	$9,000	$4,500
Exemplary II	Master	$90,000	$12,000	$9,000	$10,000	$9,000	$9,000	$4,500
Master	Master	$100,000	$12,000	$9,000	$10,000	$9,000	$9,000	$4,500

*Base Salary amount *above* district Novice Salary; does not include any board-approved increase. [$]**Eligible teachers receive greater of DSI stipends.**

**State TIA Designation determines eligibility for DSI and HPC/ACE Grad stipends. Only valid Effectiveness Level is used to determine base salary.

2024-2025 TEI Teacher Payout

2024-25 Effectiveness Level	State TIA Designation**	2024-25 Effectiveness Level Salary (187/191)	2024-25 HPC Stipend	2024-25 ACE Stipend[$]
Novice	NA	$62,000	NA	$4,000
Progressing I	NA	$62,500	NA	$4,000
Progressing II	NA	$63,000	NA	$4,000
Proficient I	NA	$70,000	$4,000	$4,000
Proficient II	Recognized	$73,000	$6,000	$12,000
Proficient III	Exemplary	$78,000	$7,500	$15,000
Exemplary I	Master	$81,000	$9,000	$18,000
Exemplary II	Master	$85,000	$9,000	$18,000
Master	Master	$100,000	$9,000	$18,000

*Base Salary amount *above* district Novice Salary; does not include any board-approved increase. [$]**Eligible teachers receive greater of HPC or ACE stipends.**

**State TIA Designation determines eligibility for HPC/ACE stipends. Only valid Effectiveness Level is used to determine base salary.

2023-2024 TEI Teacher Payout

2023-2024 Effectiveness Level	State TIA Designation**	2023-24 Effectiveness Level Salary	2023-24 HPC Stipend	2023-24 ACE Stipend[$]
Novice	NA	$61,000	NA	$4,000
Progressing I	NA	$61,500	NA	$4,000
Progressing II	NA	$62,000	NA	$4,000
Proficient I	NA	$68,500	$4,000	$4,000
Proficient II	Recognized	$71,500	$6,000	$12,000
Proficient III	Exemplary	$76,500	$7,500	$15,000
Exemplary I	Master	$79,500	$9,000	$18,000
Exemplary II	Master	$84,000	$9,000	$18,000
Master	Master	$100,000	$9,000	$18,000

*Base Salary amount *above* district Novice Salary; does not include any board-approved increase. [$]**Eligible teachers receive greater of HPC or ACE stipends.**

**State TIA Designation determines eligibility for HPC/ACE stipends. Only valid Effectiveness Level is used to determine base salary.

2022-2023 TEI Teacher Payout

2022-2023 Effectiveness Level	State TIA Designation**	2022-23 Effectiveness Level Salary	2022-23 HPC Stipend	2022-23 ACE Stipend[$]
Novice	NA	$60,000	NA	$4,000
Progressing I	NA	$60,500	NA	$4,000
Progressing II	NA	$61,000	NA	$4,000
Proficient I	NA	$67,500	NA	$4,000
Proficient II	Recognized	$70,500	$4,000	$8,000
Proficient III	Exemplary	$75,500	$6,000	$9,000
Exemplary I	Master	$79,500	$8,000	$10,000
Exemplary II	Master	$84,000	$8,000	$10,000
Master	Master	$100,000	$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.
**State TIA Designation determines eligibility for HPC/ACE stipends. Only valid Effectiveness Level is used to determine base salary.

2021-22 TEI Modified Teacher Payout

Due to the COVID-19 pandemic, the Board of Trustees approved through Board Resolution in February 2021 modifications to 2020–2021 school year teacher appraisals under the Teacher Excellence Initiative ("TEI").
As a result of these modifications, teachers may be eligible for High Priority or ACE campus stipends though either valid effectiveness level OR TIA state designation.

Valid Effectiveness Level	OR	State TIA Designation	2020-21 HPC Stipend	2020-21 ACE Stipend[$]
Novice		NA	NA	$4,000
Progressing I		NA	NA	$4,000
Progressing II		NA	NA	$4,000
Proficient I		NA	NA	$4,000
Proficient II		Recognized	$4,000	$8,000
Proficient III		Exemplary	$6,000	$9,000
Exemplary I		Master	$8,000	$10,000
Exemplary II		Master	$8,000	$10,000
Master		Master	$8,000	$10,000

[$]Eligible teachers receive both HPC and ACE stipends.

2020-21 TEI Teacher Payout

2018-19 TEI Scorecard/ 2019-20 Effectiveness Level	State TIA Designation	2020-21 Effectiveness Level Salary	2020-21 HPC Stipend	2020-21 ACE Stipend[$]
Novice	NA	$56,500	NA	$4,000
Progressing I	NA	$57,000	NA	$4,000
Progressing II	NA	$57,500	NA	$4,000
Progressing II + DTR Eligible	Recognized	$57,500	$4,000	$8,000
Proficient I	NA	$64,000	NA	$4,000
Proficient I + DTR Eligible	Recognized	$64,000	$4,000	$8,000
Proficient II	Recognized	$67,000	$4,000	$8,000
Proficient III	Exemplary	$72,500	$6,000	$9,000
Exemplary I	Master	$76,000	$8,000	$10,000
Exemplary II	Master	$84,000	$8,000	$10,000
Master	Master	$100,000	$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.
**State TIA Designation determines eligibility for HPC/ACE stipends. Only valid Effectiveness Level is used to determine base salary.