05/28/2024

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 Texas Incentive Allotment designations, do not vary by teacher assignment, grade level or campus assignment. (2) applied to base salary for HPC and ACE stipends.

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	$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

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 Eligib	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 salary base