

PROPOSED DALLAS ISD TEACHER SALARY SCHEDULE

Dallas ISD values our teachers and is focused on providing competitive financial opportunities for all incoming teachers. We plan to make changes to our salary scale for incoming teachers and have proposed the following schedule to our Board of Trustees.

TEACHERS INTRODUCTORY COMPENSATION SCHEDULE*	
CREDITABLE YEARS OF SERVICE	SALARY AMOUNT
0	\$50,000
1	\$51,000
2	\$52,000
3-5	\$52,500
6-8	\$53,000
9-10	\$54,500
11-12	\$55,500
13-14	\$56,000
15+	\$57,000

*Pending approval from the Dallas ISD Board of Trustees

A few key items to note:

- New teachers to Dallas Independent School District will be compensated based on their Creditable Years of Service ("CYS") upon receipt of official records to Human Capital Management's Records Department and approval by the Compensation Department.
- The teacher's base compensation is subject to either increase or decrease after completion of year one based on the effectiveness level awarded for the 2016-2017 school year. (To find out more about effectiveness levels, please visit tei.dallasisd.org)
- Teachers whose positions are not evaluated on TEI are paid on the Instructional Support Salary Schedule for the 2016-2017 School Year.

The Dallas Independent School District offers the below supplemental earnings to new employees who are being hired into a full-time classroom instructional assignment under Secondary Mathematics and Science courses as well as instruction within the Elementary Bilingual assignment.

2016 – 2017 CRITICAL SHORTAGE SIGNING INCENTIVES			
TYPE	INCENTIVE AMOUNT	1st PAYOUT (November 2016)	2nd PAYOUT (January 2018)
BILINGUAL	\$4,000	\$2,000	\$2,000
SCIENCE	\$3,000	\$1,500	\$1,500
MATHEMATICS	\$3,000	\$1,500	\$1,500

Please note the following:

- Recruitment incentives are a one-time dollar amount paid to new teachers to Dallas ISD in the above-listed subject areas. They are paid out in two installments: one in November of your first year and one in January of your second year.
- These incentives are based on availability and are paid out on a first-come, first-served basis. Once we have reach the cap for these incentives, any incoming teachers will not receive the amount. To find out more about incentives, please reach out to humancapitalmanagement@dallasisd.org.