

**Dallas  
Independent  
School  
District**



# Compensation Resource Book 2016-2017



**HUMAN CAPITAL MANAGEMENT**

LEADING TRANSFORMATION THROUGH PEOPLE

# Compensation

## Salary Handbook: 2016-2017 School Year

effective July 1, 2016

## Salary Schedule – Campus Professional: Teachers

TEACHER EXCELLENCE INITIATIVE EFFECTIVENESS LEVEL										
GRD	DAYS	UNSAT	PROG I	PROG II	PROF I	PROF II	PROF III	EXEM I	EXEM II	MASTER
TEI	187/193	\$47,000	\$51,000	\$53,000	\$56,000	\$60,000	\$65,000	\$74,000	\$82,000	\$90,000
TEI	195	\$49,011	\$53,182	\$55,267	\$58,396	\$62,567	\$67,781	\$77,166	\$85,508	\$93,850
TEI	205	\$51,524	\$55,909	\$58,102	\$61,390	\$65,775	\$71,257	\$81,123	\$89,893	\$98,663
TEI	207	\$52,027	\$56,455	\$58,668	\$61,989	\$66,417	\$71,952	\$81,914	\$90,770	\$99,626
TEI	215	\$54,037	\$58,636	\$60,936	\$64,385	\$68,984	\$74,733	\$85,080	\$94,278	\$103,476
TEI	226	\$56,802	\$61,636	\$64,053	\$67,679	\$72,513	\$78,556	\$89,433	\$99,102	\$108,770

TEACHERS INTRODUCTORY COMPENSATION SCHEDULE						
CREDITABLE YEARS OF SERVICE	LENGTH OF CONTRACT/DAYS					
	187/193	195	205	207	215	226
0	\$50,000	\$52,139	\$54,813	\$55,348	\$57,487	\$60,428
1	\$51,000	\$53,182	\$55,909	\$56,455	\$58,636	\$61,636
2	\$52,000	\$54,225	\$57,005	\$57,561	\$59,786	\$62,845
3-5	\$52,500	\$54,746	\$57,553	\$58,115	\$60,361	\$63,449
6-8	\$53,000	\$55,267	\$58,102	\$58,668	\$60,936	\$64,053
9-10	\$54,500	\$56,832	\$59,746	\$60,329	\$62,660	\$65,866
11-12	\$55,500	\$57,874	\$60,842	\$61,436	\$63,810	\$67,075
13-14	\$56,000	\$58,396	\$61,390	\$61,989	\$64,385	\$67,679
15+	\$57,000	\$59,439	\$62,487	\$63,096	\$65,535	\$68,888

Teachers new to Dallas Independent School District will be compensated (for the first year only), 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 Teachers Introductory Compensation Schedule details the corresponding salary amount based on CYS.

The teacher's base compensation is subject to either increase or decrease after completion of year one with Dallas ISD based upon the teacher's earned effectiveness level awarded for the 2016-2017 school year.

Once a new teacher has been evaluated under the TEI appraisal system AND completes at minimum 125 days of classroom instruction in a fiscal school year, their compensation for subsequent years will be based upon their earned Effectiveness Level (salaries for teachers who have received an appraisal are granted based on the recommended salaries per each year's effectiveness levels and the level that the teacher received).

Teachers who are eligible for a pay increase based on their effectiveness level will receive the increase on the October 2016 paycheck, retroactive to the employee's contract start date. For the 2016-2017 School Year, the maximum salary increase will be capped at \$5,000 from an individual teacher's 2015-2016 salary.

Teachers not evaluated on TEI are paid on the Instructional Support Salary Schedule for the 2016-2017 School Year. For more information on the Teacher's Excellence Initiative reference Appendix C or visit [tei.dallasisd.org](http://tei.dallasisd.org).

## Salary Schedule – Campus Professional: Administrators

LEVEL	ASSISTANT PRINCIPAL EXCELLENCE INITIATIVE CAMPUS LEADERSHIP: 207 DAYS						
	PROGRESSING I	PROGRESSING II	PROGRESSING III	PROFICIENT I	PROFICIENT II	PROFICIENT III	EXEMPLARY
ELEMENTARY	\$57,000	\$62,000	\$66,000	\$69,000	\$74,000	\$79,000	\$84,000
MIDDLE	\$59,000	\$64,000	\$68,000	\$71,000	\$76,000	\$81,000	\$87,000
HIGH	\$65,000	\$70,000	\$74,000	\$78,000	\$83,000	\$88,000	\$93,000

LEVEL	PRINCIPAL EXCELLENCE INITIATIVE CAMPUS LEADERSHIP: 221 DAYS						
	PROGRESSING I	PROGRESSING II	PROGRESSING III	PROFICIENT I	PROFICIENT II	PROFICIENT III	EXEMPLARY
ELEMENTARY	\$70,000	\$76,500	\$81,500	\$89,000	\$95,000	\$101,000	\$108,500
MIDDLE	\$75,000	\$82,500	\$88,000	\$95,000	\$101,500	\$108,000	\$116,250
HIGH	\$81,000	\$90,500	\$96,500	\$104,000	\$112,000	\$120,000	\$129,600

LEVEL	EXECUTIVE DIRECTOR (SCHOOLS) EXCELLENCE INITIATIVE CAMPUS LEADERSHIP: 226 DAYS						
	PROGRESSING			PROFICIENT			EXEMPLARY
	I	II	III	I	II	III	
	\$128,000	\$130,000	\$133,000	\$137,000	\$141,000	\$145,000	\$150,000

Administrators new to Dallas Independent School District will receive their salaries based on review of professional experience, confirmation of relevant performance achievement, internal incumbents and other compensatory factors. The Compensation Department will determine the salaries for all new Dallas ISD administrators.

Once an administrator has been evaluated under the appropriate appraisal system AND completes a minimum 125 days of administration in a fiscal school year, their compensation for subsequent years will be based upon their respective earned effectiveness level

Administrators who are eligible for a pay increase based on their effectiveness level will receive the increase on the October 2016 paycheck, retroactive to the employee's contract start date.

Assistant Principals who are eligible for a pay increase based on their effectiveness level will receive the increase retroactive to the employee's contract start date. For the 2016-2017 School Year, the maximum salary increase will be capped at \$7,500 from an individual assistant principal's 2015-2016 adjusted salary\*.

If an administrator receives a lower evaluation rating for two consecutive years, their effectiveness level and corresponding salary may decrease by one level on the second year. Administrators receiving an unsatisfactory rating may not be eligible for an increase in salary.

\* adjusted salary is the Assistant Principal's fixed and variable pay that are eligible to be rolled into the employee's salary for the 2016-2017 school year.

## Salary Schedule – Campus Professionals: Instructional Support I

All salaries reflected on these schedules are an annual, 100 percent full-time equivalent (FTE) assignment. Part-time salaries would be a reflection of the employee's FTE percent of that assignment or the hourly rate of the base salary schedule. (Note: CYS indicates Creditable Years of Service for all salary schedules.)

### Position Classification Schedule for Instructional Support I

4490.SPECIALIST.DRUG.PREVENTION	6775.SPECIALIST.INSTRUCTIONAL.INS	6825.TRAINER.N/A.THER
6710.AUDIOLOGIST.N/A.APSY	6785.SPECIALIST.MEDIA.LIBR	6930.THERAPIST.MOBILITY.THER
6720.INTERN.PSYCHOLOGY.PSYL*	6061.TEACHER.SPEC/ADAPTIVE PE*	6310.TEACHER.ITINERANT/TEAC*
6065.TEACHER.SPEC ED/ITINERANT*	6945.THERAPIST ASSISTANT.SPEECH	6066.TEACHER.SPEC ED/ITINERANT*
6750.NURSE.STAFF.DEGREED.NURS		

Bachelor's Degree							
STEP	CYS	Length of Contract/Days					
		185/190 187/193	195	200	205	215	226
0	0-5	\$48,804	\$51,442	\$52,761	\$54,080	\$56,718	\$59,619
1	6	\$49,074	\$51,726	\$53,053	\$54,380	\$57,032	\$59,950
2	7	\$49,833	\$52,526	\$53,873	\$55,219	\$57,914	\$60,877
3	8-9	\$50,752	\$53,496	\$54,868	\$56,239	\$58,983	\$62,000
4	10	\$51,672	\$54,465	\$55,862	\$57,258	\$60,051	\$63,124
5	11	\$52,592	\$55,435	\$56,857	\$58,277	\$61,120	\$64,248
6	12	\$53,512	\$56,404	\$57,851	\$59,297	\$62,189	\$65,371
7	13	\$54,432	\$57,374	\$58,844	\$60,316	\$63,258	\$66,495
8	14	\$55,351	\$58,343	\$59,839	\$61,336	\$64,328	\$67,618
9	15-16	\$56,271	\$59,313	\$60,833	\$62,355	\$65,397	\$68,743
10	17-18	\$57,191	\$60,283	\$61,828	\$63,374	\$66,465	\$69,866
11	19	\$58,111	\$61,252	\$62,822	\$64,394	\$67,534	\$70,989
12	20-22	\$59,031	\$62,222	\$63,817	\$65,412	\$68,603	\$72,113
13	23-24	\$60,806	\$64,093	\$65,737	\$67,380	\$70,667	\$74,282
14	25-26	\$61,726	\$65,062	\$66,731	\$68,400	\$71,736	\$75,406
15	27-28	\$63,092	\$66,503	\$68,207	\$69,912	\$73,323	\$77,074
16	29-30	\$64,012	\$67,472	\$69,201	\$70,932	\$74,392	\$78,198
17	31-32	\$64,931	\$68,441	\$70,196	\$71,951	\$75,460	\$79,321
18	33-34	\$65,851	\$69,410	\$71,190	\$72,970	\$76,530	\$80,446
19	35-36	\$66,771	\$70,380	\$72,185	\$73,990	\$77,599	\$81,569
20	37-38	\$67,691	\$71,349	\$73,179	\$75,009	\$78,668	\$82,692
21	39-40	\$68,613	\$72,321	\$74,176	\$76,031	\$79,739	\$83,819
22	41+	\$69,533	\$73,291	\$75,170	\$77,050	\$80,808	\$84,943

Master's Degree							
STEP	CYS	Length of Contract/Days					
		185/190 187/193	195	200	205	215	226
0	0-5	\$49,886	\$52,582	\$53,931	\$55,279	\$57,976	\$60,942
1	6	\$50,156	\$52,867	\$54,223	\$55,579	\$58,289	\$61,272
2	7	\$50,915	\$53,667	\$55,043	\$56,419	\$59,171	\$62,199
3	8-9	\$51,835	\$54,636	\$56,037	\$57,438	\$60,240	\$63,322
4	10	\$52,754	\$55,606	\$57,032	\$58,457	\$61,310	\$64,446

Master's Degree (Continued)							
STEP	CYS	Length of Contract/Days					
		185/190 187/193	195	200	205	215	226
5	11	\$53,674	\$56,575	\$58,026	\$59,476	\$62,378	\$65,570
6	12	\$54,594	\$57,545	\$59,021	\$60,496	\$63,447	\$66,693
7	13	\$55,514	\$58,514	\$60,015	\$61,515	\$64,516	\$67,816
8	14	\$56,434	\$59,484	\$61,009	\$62,535	\$65,585	\$68,941
9	15-16	\$57,353	\$60,454	\$62,003	\$63,554	\$66,654	\$70,064
10	17-18	\$59,692	\$62,919	\$64,532	\$66,144	\$69,371	\$72,921
11	19	\$60,612	\$63,888	\$65,527	\$67,164	\$70,440	\$74,044
12	20-22	\$62,255	\$65,621	\$67,303	\$68,986	\$72,350	\$76,052
13	23-24	\$65,042	\$68,558	\$70,315	\$72,073	\$75,589	\$79,457
14	25-26	\$65,962	\$69,527	\$71,309	\$73,093	\$76,658	\$80,580
15	27-28	\$69,500	\$73,257	\$75,136	\$77,013	\$80,770	\$84,903
16	29-30	\$70,420	\$74,227	\$76,129	\$78,033	\$81,840	\$86,026
17	31-32	\$71,340	\$75,196	\$77,124	\$79,052	\$82,909	\$87,151
18	33-34	\$72,260	\$76,166	\$78,118	\$80,071	\$83,978	\$88,274
19	35-36	\$73,179	\$77,134	\$79,113	\$81,091	\$85,046	\$89,397
20	37-38	\$74,099	\$78,104	\$80,107	\$82,110	\$86,115	\$90,521
21	39-40	\$75,041	\$79,096	\$81,125	\$83,153	\$87,209	\$91,672
22	41+	\$75,960	\$80,066	\$82,120	\$84,173	\$88,278	\$92,795

Doctorate Degree							
STEP	CYS	Length of Contract/Days					
		185/190 187/193	195	200	205	215	226
0	0-5	\$52,050	\$54,863	\$56,270	\$57,677	\$60,490	\$63,585
1	6	\$52,320	\$55,149	\$56,562	\$57,977	\$60,805	\$63,915
2	7	\$53,079	\$55,948	\$57,383	\$58,817	\$61,686	\$64,843
3	8-9	\$53,999	\$56,917	\$58,377	\$59,837	\$62,755	\$65,966
4	10	\$54,919	\$57,887	\$59,371	\$60,856	\$63,824	\$67,090
5	11	\$55,838	\$58,856	\$60,366	\$61,874	\$64,894	\$68,213
6	12	\$56,758	\$59,826	\$61,360	\$62,894	\$65,963	\$69,337
7	13	\$57,678	\$60,796	\$62,355	\$63,913	\$67,031	\$70,461
8	14	\$58,598	\$61,765	\$63,349	\$64,932	\$68,100	\$71,584
9	15-16	\$59,692	\$62,919	\$64,532	\$66,144	\$69,371	\$72,921
10	17-18	\$62,255	\$65,621	\$67,303	\$68,986	\$72,350	\$76,052
11	19	\$63,175	\$66,590	\$68,298	\$70,004	\$73,420	\$77,176
12	20-22	\$65,042	\$68,558	\$70,315	\$72,073	\$75,589	\$79,457
13	23-24	\$68,163	\$71,847	\$73,689	\$75,532	\$79,216	\$83,269
14	25-26	\$69,082	\$72,817	\$74,683	\$76,551	\$80,284	\$84,392
15	27-28	\$71,786	\$75,666	\$77,606	\$79,546	\$83,427	\$87,695
16	29-30	\$72,705	\$76,636	\$78,601	\$80,566	\$84,495	\$88,818
17	31-32	\$73,625	\$77,605	\$79,595	\$81,584	\$85,564	\$89,942
18	33-34	\$74,545	\$78,575	\$80,590	\$82,603	\$86,633	\$91,066
19	35-36	\$75,465	\$79,544	\$81,583	\$83,623	\$87,702	\$92,189
20	37-38	\$76,385	\$80,514	\$82,578	\$84,642	\$88,772	\$93,313
21	39-40	\$77,281	\$81,458	\$83,546	\$85,636	\$89,813	\$94,407
22	41+	\$78,200	\$82,427	\$84,540	\$86,655	\$90,882	\$95,532

## Salary Schedule – Campus Professionals: Instructional Support II

All salaries reflected on these schedules are an annual, 100 percent full-time equivalent (FTE) assignment. Part-time salaries would be a reflection of the employee's FTE percent of that assignment or the hourly rate of the base salary schedule. (Note: CYS indicates Creditable Years of Service for all salary schedules.)

### Position Classification Schedule for Instructional Support II

6870.COUNSELOR.N/A.COUN

6910.SOCIAL.WORKER.N/A.ADMN

6920.TEACHER.VISITING.ADMN

6880.DIAGNOSTICIAN.EDUCATION

6920.TEACHER.VISITING.ADMN

6937.PSYCHOTHERAPIST.LICENSED

6890.PSYCHOLOGIST.LICENSED

Bachelor's Degree								
STEP	CYS	Length of Contract/Days						
		185/190 187/193	195	200	205	210	215	226
0	0-5	\$50,968	\$53,723	\$55,100	\$56,478	\$57,855	\$59,233	\$62,263
1	6	\$51,238	\$54,007	\$55,393	\$56,778	\$58,163	\$59,547	\$62,594
2	7	\$51,997	\$54,807	\$56,213	\$57,618	\$59,023	\$60,429	\$63,520
3	8-9	\$52,917	\$55,777	\$57,207	\$58,638	\$60,067	\$61,498	\$64,645
4	10	\$53,836	\$56,746	\$58,202	\$59,656	\$61,112	\$62,567	\$65,768
5	11	\$54,756	\$57,716	\$59,196	\$60,675	\$62,156	\$63,636	\$66,891
6	12	\$55,676	\$58,685	\$60,191	\$61,695	\$63,200	\$64,704	\$68,015
7	13	\$56,596	\$59,655	\$61,185	\$62,714	\$64,244	\$65,773	\$69,139
8	14	\$57,516	\$60,625	\$62,180	\$63,734	\$65,289	\$66,842	\$70,262
9	15-16	\$58,435	\$61,594	\$63,173	\$64,753	\$66,332	\$67,912	\$71,386
10	17-18	\$59,355	\$62,564	\$64,167	\$65,772	\$67,376	\$68,981	\$72,509
11	19	\$60,275	\$63,533	\$65,162	\$66,792	\$68,420	\$70,050	\$73,634
12	20-22	\$61,195	\$64,503	\$66,156	\$67,811	\$69,464	\$71,118	\$74,757
13	23-24	\$62,971	\$66,375	\$68,076	\$69,778	\$71,480	\$73,183	\$76,927
14	25-26	\$63,890	\$67,343	\$69,071	\$70,798	\$72,525	\$74,251	\$78,050
15	27-28	\$65,256	\$68,784	\$70,548	\$72,310	\$74,074	\$75,838	\$79,719
16	29-30	\$66,176	\$69,753	\$71,541	\$73,330	\$75,118	\$76,907	\$80,842
17	31-32	\$67,096	\$70,723	\$72,535	\$74,349	\$76,163	\$77,976	\$81,965
18	33-34	\$68,015	\$71,692	\$73,530	\$75,368	\$77,207	\$79,045	\$83,089
19	35-36	\$68,935	\$72,661	\$74,524	\$76,388	\$78,251	\$80,114	\$84,213
20	37-38	\$69,855	\$73,631	\$75,519	\$77,407	\$79,295	\$81,183	\$85,337
21	39-40	\$70,809	\$74,637	\$76,551	\$78,464	\$80,379	\$82,292	\$86,502
22	41+	\$71,729	\$75,607	\$77,546	\$79,484	\$81,423	\$83,361	\$87,626

Master's Degree								
STEP	CYS	Length of Contract/Days						
		185/190 187/193	195	200	205	210	215	226
0	0-5	\$52,050	\$54,863	\$56,270	\$57,677	\$59,084	\$60,490	\$63,585
1	6	\$52,320	\$55,149	\$56,562	\$57,977	\$59,391	\$60,805	\$63,915
2	7	\$53,079	\$55,948	\$57,383	\$58,817	\$60,252	\$61,686	\$64,843
3	8-9	\$53,999	\$56,917	\$58,377	\$59,837	\$61,295	\$62,755	\$65,966
4	10	\$54,919	\$57,887	\$59,371	\$60,856	\$62,340	\$63,824	\$67,090
5	11	\$55,838	\$58,856	\$60,366	\$61,874	\$63,384	\$64,894	\$68,213
6	12	\$56,758	\$59,826	\$61,360	\$62,894	\$64,428	\$65,963	\$69,337

Master's Degree (Continued)								
STEP	CYS	Length of Contract/Days						
		185/190 187/193	195	200	205	210	215	226
7	13	\$57,678	\$60,796	\$62,355	\$63,913	\$65,472	\$67,031	\$70,461
8	14	\$58,598	\$61,765	\$63,349	\$64,932	\$66,517	\$68,100	\$71,584
9	15-16	\$59,518	\$62,735	\$64,344	\$65,952	\$67,561	\$69,169	\$72,708
10	17-18	\$61,856	\$65,200	\$66,872	\$68,544	\$70,215	\$71,887	\$75,564
11	19	\$62,776	\$66,169	\$67,866	\$69,563	\$71,259	\$72,955	\$76,689
12	20-22	\$64,420	\$67,902	\$69,643	\$71,384	\$73,125	\$74,866	\$78,696
13	23-24	\$67,206	\$70,839	\$72,656	\$74,471	\$76,288	\$78,104	\$82,100
14	25-26	\$68,126	\$71,808	\$73,650	\$75,491	\$77,332	\$79,173	\$83,224
15	27-28	\$71,664	\$75,538	\$77,475	\$79,412	\$81,348	\$83,285	\$87,547
16	29-30	\$72,584	\$76,508	\$78,470	\$80,431	\$82,392	\$84,354	\$88,670
17	31-32	\$73,504	\$77,477	\$79,464	\$81,450	\$83,437	\$85,423	\$89,794
18	33-34	\$74,424	\$78,447	\$80,458	\$82,469	\$84,481	\$86,493	\$90,917
19	35-36	\$75,344	\$79,417	\$81,452	\$83,489	\$85,525	\$87,562	\$92,042
20	37-38	\$76,263	\$80,386	\$82,447	\$84,508	\$86,569	\$88,631	\$93,165
21	39-40	\$77,232	\$81,407	\$83,494	\$85,581	\$87,669	\$89,756	\$94,348
22	41+	\$78,152	\$82,376	\$84,489	\$86,601	\$88,713	\$90,825	\$95,472

Doctorate Degree								
STEP	CYS	Length of Contract/Days						
		185/190 187/193	195	200	205	210	215	226
0	0-5	\$54,214	\$57,144	\$58,610	\$60,075	\$61,540	\$63,005	\$66,229
1	6	\$54,485	\$57,430	\$58,902	\$60,375	\$61,847	\$63,320	\$66,560
2	7	\$55,243	\$58,230	\$59,722	\$61,215	\$62,709	\$64,202	\$67,486
3	8-9	\$56,163	\$59,198	\$60,717	\$62,235	\$63,753	\$65,270	\$68,610
4	10	\$57,083	\$60,168	\$61,711	\$63,254	\$64,797	\$66,339	\$69,734
5	11	\$58,003	\$61,138	\$62,705	\$64,273	\$65,840	\$67,408	\$70,857
6	12	\$58,922	\$62,107	\$63,700	\$65,293	\$66,885	\$68,478	\$71,981
7	13	\$59,842	\$63,077	\$64,694	\$66,311	\$67,929	\$69,547	\$73,105
8	14	\$60,762	\$64,046	\$65,689	\$67,330	\$68,973	\$70,616	\$74,228
9	15-16	\$61,856	\$65,200	\$66,872	\$68,544	\$70,215	\$71,887	\$75,564
10	17-18	\$64,420	\$67,902	\$69,643	\$71,384	\$73,125	\$74,866	\$78,696
11	19	\$65,339	\$68,871	\$70,637	\$72,403	\$74,169	\$75,935	\$79,820
12	20-22	\$67,206	\$70,839	\$72,656	\$74,471	\$76,288	\$78,104	\$82,100
13	23-24	\$70,327	\$74,128	\$76,029	\$77,930	\$79,830	\$81,731	\$85,913
14	25-26	\$71,247	\$75,098	\$77,023	\$78,949	\$80,874	\$82,800	\$87,037
15	27-28	\$73,950	\$77,947	\$79,946	\$81,944	\$83,943	\$85,942	\$90,338
16	29-30	\$74,870	\$78,917	\$80,940	\$82,964	\$84,987	\$87,011	\$91,463
17	31-32	\$75,789	\$79,886	\$81,935	\$83,983	\$86,032	\$88,080	\$92,586
18	33-34	\$76,708	\$80,855	\$82,928	\$85,000	\$87,074	\$89,147	\$93,708
19	35-36	\$77,629	\$81,825	\$83,924	\$86,021	\$88,119	\$90,217	\$94,834
20	37-38	\$78,549	\$82,795	\$84,918	\$87,040	\$89,163	\$91,286	\$95,957
21	39-40	\$79,472	\$83,768	\$85,916	\$88,064	\$90,211	\$92,359	\$97,084
22	41+	\$80,392	\$84,737	\$86,910	\$89,082	\$91,255	\$93,428	\$98,208



## Salary Schedule – Campus Professionals: Instructional Support III

All salaries reflected on these schedules are an annual, 100 percent full-time equivalent (FTE) assignment. Part-time salaries would be a reflection of the employee's FTE percent of that assignment or the hourly rate of the base salary schedule. (Note: CYS indicates Creditable Years of Service for all salary schedules.)

### Position Classification Schedule for Instructional Support III

6940.THERAPIST.SPEECH.TEAC

Bachelor's Degree					
STEP	CYS	Length of Contract/Days			
		187/193	205	215	226
0	0-5	\$55,088	\$59,994	\$62,719	\$65,717
1	6	\$55,358	\$60,291	\$63,031	\$66,044
2	7	\$56,117	\$61,122	\$63,903	\$66,961
3	8-9	\$57,037	\$62,130	\$64,960	\$68,073
4	10	\$57,956	\$63,139	\$66,017	\$69,185
5	11	\$58,876	\$64,147	\$67,075	\$70,296
6	12	\$59,796	\$65,156	\$68,133	\$71,407
7	13	\$60,716	\$66,163	\$69,190	\$72,520
8	14	\$61,636	\$67,172	\$70,247	\$73,631
9	15-16	\$62,555	\$68,180	\$71,305	\$74,742
10	17-18	\$63,475	\$69,189	\$72,363	\$75,855
11	19	\$64,395	\$70,197	\$73,420	\$76,966
12	20-22	\$65,315	\$71,205	\$74,478	\$78,077
13	23-24	\$67,091	\$73,152	\$76,519	\$80,223
14	25-26	\$68,010	\$74,160	\$77,577	\$81,336
15	27-28	\$69,376	\$75,658	\$79,146	\$82,986
16	29-30	\$70,296	\$76,665	\$80,205	\$84,097
17	31-32	\$71,216	\$77,674	\$81,262	\$85,209
18	33-34	\$72,135	\$78,682	\$82,319	\$86,321
19	35-36	\$73,055	\$79,691	\$83,378	\$87,432
20	37-38	\$73,975	\$80,699	\$84,435	\$88,544
21	39-40	\$74,929	\$81,746	\$85,532	\$89,697
22	41+	\$75,849	\$82,753	\$86,589	\$90,808

Master's Degree					
STEP	CYS	Length of Contract/Days			
		187/193	205	215	226
0	0-5	\$56,170	\$61,180	\$63,963	\$67,026
1	6	\$56,440	\$61,477	\$64,275	\$67,352
2	7	\$57,199	\$62,308	\$65,147	\$68,269
3	8-9	\$58,119	\$63,316	\$66,204	\$69,380
4	10	\$59,039	\$64,325	\$67,262	\$70,492
5	11	\$59,958	\$65,333	\$68,319	\$71,604
6	12	\$60,878	\$66,342	\$69,377	\$72,715
7	13	\$61,798	\$67,350	\$70,434	\$73,827
8	14	\$62,718	\$68,358	\$71,492	\$74,939
9	15-16	\$63,638	\$69,366	\$72,549	\$76,051

Master's Degree (Continued)					
STEP	CYS	Length of Contract/Days			
		187/193	205	215	226
10	17-18	\$65,976	\$71,930	\$75,238	\$78,876
11	19	\$66,896	\$72,938	\$76,295	\$79,988
12	20-22	\$68,540	\$74,740	\$78,186	\$81,975
13	23-24	\$71,326	\$77,795	\$81,389	\$85,343
14	25-26	\$72,246	\$78,803	\$82,447	\$86,454
15	27-28	\$75,784	\$82,683	\$86,515	\$90,731
16	29-30	\$76,704	\$83,691	\$87,572	\$91,842
17	31-32	\$77,624	\$84,699	\$88,630	\$92,953
18	33-34	\$78,544	\$85,707	\$89,687	\$94,066
19	35-36	\$79,464	\$86,716	\$90,745	\$95,177
20	37-38	\$80,383	\$87,724	\$91,803	\$96,288
21	39-40	\$81,352	\$88,786	\$92,916	\$97,459
22	41+	\$82,272	\$89,795	\$93,974	\$98,571

Doctorate Degree					
STEP	CYS	Length of Contract/Days			
		187/193	205	215	226
0	0-5	\$58,334	\$63,552	\$66,452	\$69,641
1	6	\$58,605	\$63,850	\$66,763	\$69,968
2	7	\$59,363	\$64,681	\$67,635	\$70,885
3	8-9	\$60,283	\$65,689	\$68,692	\$71,996
4	10	\$61,203	\$66,698	\$69,750	\$73,108
5	11	\$62,123	\$67,705	\$70,808	\$74,220
6	12	\$63,042	\$68,714	\$71,865	\$75,331
7	13	\$63,962	\$69,722	\$72,922	\$76,442
8	14	\$64,882	\$70,731	\$73,980	\$77,555
9	15-16	\$65,976	\$71,930	\$75,238	\$78,876
10	17-18	\$68,540	\$74,740	\$78,186	\$81,975
11	19	\$69,459	\$75,749	\$79,243	\$83,086
12	20-22	\$71,326	\$77,795	\$81,389	\$85,343
13	23-24	\$74,447	\$81,217	\$84,977	\$89,114
14	25-26	\$75,367	\$82,225	\$86,034	\$90,225
15	27-28	\$78,070	\$85,188	\$89,142	\$93,492
16	29-30	\$78,990	\$86,196	\$90,200	\$94,605
17	31-32	\$79,909	\$87,205	\$91,258	\$95,716
18	33-34	\$80,828	\$88,211	\$92,314	\$96,826
19	35-36	\$81,749	\$89,221	\$93,373	\$97,939
20	37-38	\$82,669	\$90,230	\$94,430	\$99,051
21	39-40	\$83,592	\$91,241	\$95,492	\$100,167
22	41+	\$84,512	\$92,250	\$96,549	\$101,278

**Instructional Support Additional Notes:**

- \* Non-TEI 187/193 Teachers on Instructional Support I (Bachelors): 0-5 CYS - \$50,000; 6 CYS - \$50,250; 7 CYS - \$50,501.
- \* Non-TEI Teachers on Instructional Support I (Masters): 0-5 CYS - \$50,000.
- \*CYS and salary relationship for Non-TEI Teachers previously on 2015-2016 Teacher Schedule may not align due to 2016-2017 Instructional Support I and II scale being based on 185-days.
- \* 226 Day Psychology Interns will receive ½ the salary value commensurate with their respective CYS.

## Salary Schedule – Central Staff and Technical Staff

Generally Central Staff employees are compensated according to the 226-days schedule. For those that work other duty periods, please refer to the schedule that reflects the length of days included in the job assignment/employment agreement with Dallas ISD. Part-time salaries are calculated as an hourly rate of the base salary schedule.

GRADE	CENTRAL STAFF: 226 DAYS				
	MINIMUM	2 <sup>ND</sup> QUARTILE	MIDPOINT	4 <sup>TH</sup> QUARTILE	MAXIMUM
1	\$27,500	\$30,938	\$34,375	\$37,813	\$41,250
2	\$31,900	\$35,888	\$39,875	\$43,863	\$47,850
3	\$37,004	\$41,630	\$46,255	\$50,881	\$55,506
4	\$42,925	\$48,291	\$53,656	\$59,021	\$64,386
5	\$49,793	\$56,017	\$62,241	\$68,465	\$74,689
6	\$57,262	\$64,419	\$71,577	\$78,734	\$85,892
7	\$65,851	\$74,082	\$82,313	\$90,545	\$98,776
8	\$75,728	\$85,194	\$94,660	\$104,126	\$113,592
9	\$87,088	\$97,973	\$108,859	\$119,745	\$130,631
10	\$100,151	\$112,670	\$125,188	\$137,707	\$150,226

GRD	CENTRAL STAFF: 215 DAYS				
	MIN	2Q	MID	4Q	MAX
1	\$26,162	\$29,432	\$32,702	\$35,972	\$39,242
2	\$30,347	\$34,141	\$37,934	\$41,728	\$45,521
3	\$35,203	\$39,603	\$44,004	\$48,404	\$52,804
4	\$40,836	\$45,940	\$51,044	\$56,148	\$61,253
5	\$47,369	\$53,290	\$59,211	\$65,132	\$71,053
6	\$54,475	\$61,284	\$68,093	\$74,902	\$81,711
7	\$62,646	\$70,476	\$78,307	\$86,138	\$93,968
8	\$72,042	\$81,048	\$90,053	\$99,058	\$108,064
9	\$82,849	\$93,205	\$103,561	\$113,917	\$124,273
10	\$95,276	\$107,186	\$119,095	\$131,005	\$142,914

GRD	CENTRAL STAFF: 207 DAYS				
	MIN	2Q	MID	4Q	MAX
1	\$25,188	\$28,337	\$31,485	\$34,634	\$37,782
2	\$29,218	\$32,870	\$36,523	\$40,175	\$43,827
3	\$33,893	\$38,130	\$42,366	\$46,603	\$50,840
4	\$39,316	\$44,231	\$49,145	\$54,059	\$58,973
5	\$45,607	\$51,307	\$57,008	\$62,709	\$68,410
6	\$52,448	\$59,003	\$65,559	\$72,115	\$78,671
7	\$60,315	\$67,854	\$75,393	\$82,932	\$90,472
8	\$69,362	\$78,032	\$86,702	\$95,372	\$104,043
9	\$79,766	\$89,737	\$99,708	\$109,678	\$119,649
10	\$91,731	\$103,197	\$114,664	\$126,130	\$137,596

GRD	CENTRAL STAFF: 205 DAYS				
	MIN	2Q	MID	4Q	MAX
1	\$24,945	\$28,063	\$31,181	\$34,299	\$37,417
2	\$28,936	\$32,553	\$36,170	\$39,787	\$43,404
3	\$33,566	\$37,761	\$41,957	\$46,153	\$50,348
4	\$38,937	\$43,803	\$48,670	\$53,537	\$58,404
5	\$45,166	\$50,812	\$56,457	\$62,103	\$67,749
6	\$51,941	\$58,433	\$64,926	\$71,418	\$77,911
7	\$59,732	\$67,198	\$74,665	\$82,131	\$89,598
8	\$68,692	\$77,278	\$85,864	\$94,451	\$103,037
9	\$78,995	\$88,870	\$98,744	\$108,619	\$118,493
10	\$90,845	\$102,200	\$113,556	\$124,911	\$136,267

GRD	CENTRAL STAFF: 195 DAYS				
	MIN	2Q	MID	4Q	MAX
1	\$23,728	\$26,694	\$29,660	\$32,626	\$35,592
2	\$27,524	\$30,965	\$34,405	\$37,846	\$41,287
3	\$31,928	\$35,919	\$39,910	\$43,901	\$47,892
4	\$37,037	\$41,667	\$46,296	\$50,925	\$55,555
5	\$42,963	\$48,333	\$53,703	\$59,074	\$64,444
6	\$49,407	\$55,583	\$61,759	\$67,935	\$74,110
7	\$56,818	\$63,920	\$71,023	\$78,125	\$85,227
8	\$65,341	\$73,508	\$81,676	\$89,844	\$98,011
9	\$75,142	\$84,535	\$93,927	\$103,320	\$112,713
10	\$86,413	\$97,215	\$108,016	\$118,818	\$129,620

## Salary Schedule – Central Staff and Technical Staff

LEVEL	LENGTH OF CONTRACT	INSTRUCTIONAL (NON-TEACHING)				
		MIN	2Q	MID	4Q	MAX
Community Liaison	185	\$30,291	\$34,077	\$37,864	\$41,650	\$45,436
Campus Instructional Coach	193	\$50,000	\$56,875	\$63,750	\$70,625	\$77,500
Campus Test Coordinator	193	\$48,900	\$55,013	\$61,125	\$67,238	\$73,350
Academic Facilitator	226	\$65,851	\$74,082	\$82,313	\$90,545	\$98,776
Academic Coordinator	226	\$75,728	\$85,194	\$94,660	\$104,126	\$113,592

GRADE	TECHNICAL STAFF: 226 DAYS				
	MINIMUM	2 <sup>ND</sup> QUARTILE	MIDPOINT	4 <sup>TH</sup> QUARTILE	MAXIMUM
1	\$30,400	\$34,200	\$38,000	\$41,800	\$45,600
2	\$36,480	\$41,040	\$45,600	\$50,160	\$54,720
3	\$47,424	\$53,352	\$59,280	\$65,208	\$71,136
4	\$61,651	\$69,358	\$77,064	\$84,770	\$92,477
5	\$67,816	\$76,293	\$84,770	\$93,247	\$101,724
6	\$74,598	\$83,923	\$93,247	\$102,572	\$111,897
7	\$82,058	\$92,315	\$102,572	\$112,829	\$123,087
8	\$90,264	\$101,546	\$112,829	\$124,112	\$135,395
9	\$99,290	\$111,701	\$124,112	\$136,524	\$148,935
10	\$109,219	\$122,871	\$136,524	\$150,176	\$163,828

GRADE	EXECUTIVE LEADERSHIP: 226 DAYS				
	MINIMUM	2 <sup>ND</sup> QUARTILE	MIDPOINT	4 <sup>TH</sup> QUARTILE	MAXIMUM
11	\$114,172	\$128,443	\$142,715	\$156,986	\$171,258
12	\$130,156	\$146,425	\$162,695	\$178,964	\$195,234
13	\$148,378	\$166,925	\$185,472	\$204,019	\$222,566
14	\$169,150	\$190,294	\$211,438	\$232,582	\$253,726

### Position Classification Schedule for Executive Leadership

1010.DEPUTY SUPERINTENDENT.N/A.ADMN

1100.CHIEF OF STAFF.N/A.ADMN

1205.CHIEF OF TRANSFORMATION AND INNOV.N/A.ADMN

1206.CHIEF OF TECHNOLOGY OFFICER.N/A.ADMN

1208.CHIEF OF COMMUNICATIONS OFFICER.N/A.ADMN

1211.CHIEF OPERATING OFFICER.N/A.ADMN

1212.CHIEF OF SCHOOLS OFFICER.N/A.ADMN

1216.CHIEF HUMAN CAPITAL MANAGEMENT.N/A.ADMN

1217.CHIEF FINANCIAL OFFICER.N/A.ADMN

1218.CHIEF OF INTERNAL AUDIT OFFICER.N/A.ADMN

1400.ASSISTANT SUPERINTENDENT.N/A.ADMN

1475.CHIEF.POLICE.ADMN

1485.CHIEF OF STAFF.DEPUTY.ADMN

1504.DIRECTOR.SENIOR.EXECUTIVE.ADMN

1505.SPECIAL PROJECTS OFFICER.N/A.ADMN

1509.DEPUTY CHIEF.N/A.ADMN

1512.DIRECTOR.EXECUTIVE.N/A.ADMN

1514.DIRECTOR.EXECUTIVE.N/A.ADMN

1516.DIRECTOR.EXECUTIVE.N/A.ADMN

1518.DIRECTOR.EXECUTIVE.N/A.ADMN

1519.DIRECTOR.EXECUTIVE.N/A.ADMN

1520.DIRECTOR.EXECUTIVE.N/A.ADMN

Salary Schedule – Support Staff

PAY GRADE	DAYS	TEACHER ASSISTANTS/ PARAPROFESSIONALS		
		MIN	MID	MAX
1	185	\$20,540	\$26,975	\$33,409
2	185	\$21,869	\$27,337	\$32,804
3	185	\$22,858	\$28,001	\$33,144
3	195	\$24,094	\$27,406	\$34,936
3	205	\$25,329	\$31,028	\$36,727
3	215	\$26,565	\$32,542	\$38,519
3	226	\$27,924	\$34,207	\$40,489

PAY GRADE	DAYS	DEAF EDUCATION		
		MIN	MID	MAX
1	226	\$33,469	\$42,674	\$51,879
2	185	\$29,717	\$38,559	\$47,401
2	226	\$36,173	\$47,039	\$57,906

PAY GRADE	DAYS	SUPPORT SUPERVISORS		
		MIN	MID	MAX
12	226	\$49,864	\$62,330	\$74,796
13	226	\$54,352	\$67,940	\$81,528

PAY GRADE	DAYS	OFFICE SUPPORT		
		MIN	MID	MAX
1	226	\$24,411	\$31,734	\$39,057
2	185	\$20,782	\$27,016	\$33,251
3	226	\$26,403	\$34,324	\$42,244
4	195	\$23,920	\$31,096	\$38,272
5	226	\$29,109	\$37,842	\$46,574
6	195	\$26,071	\$34,284	\$42,496
6	200	\$26,740	\$35,163	\$43,586
6	205	\$27,408	\$36,042	\$44,675
6	215	\$28,745	\$37,800	\$46,855
7	221	\$31,025	\$40,797	\$50,570
7	226	\$31,727	\$41,721	\$51,714
8	195	\$29,017	\$38,158	\$47,298
9	221	\$34,859	\$45,840	\$56,821
9	226	\$35,648	\$46,877	\$58,106
10	226	\$42,778	\$56,253	\$69,728

PAY GRADE	DAYS	SECURITY		
		MIN	MID	MAX
1	260	\$14.09	\$18.81	\$23.52
1	235	\$26,487	\$35,350	\$44,213
2	235	\$28,728	\$37,246	\$45,763
3	185	\$24,083	\$32,035	\$39,987
6	185	\$31,430	\$42,028	\$52,626

PAY GRADE	DAYS	POLICE OFFICER	
		LEVEL	
7	235	CADET	\$36,424
7	235	BASIC	\$46,791
7	235	INTERMEDIATE	\$49,594
7	235	ADVANCE	\$53,305
7	235	MASTER	\$57,025

## Salary Schedule – Support Staff

All hourly rates under the Maintenance/Operations and Food Services paygrade are based on eight hour workdays.

PAY GRADE	DAYS	MAINTENANCE/OPERATIONS		
		MIN	MID	MAX
1	185	\$10.37	\$11.11	\$11.82
1	260	\$10.37	\$13.48	\$16.59
2	260	\$11.10	\$14.42	\$17.75
3	260	\$11.87	\$15.43	\$19.00
4	260	\$12.94	\$16.82	\$20.71
5	260	\$14.11	\$18.34	\$22.57
6	260	\$15.38	\$19.99	\$24.60
7	260	\$15.84	\$20.59	\$25.34
8	260	\$16.63	\$21.62	\$26.61
9	260	\$17.46	\$22.70	\$27.94
10	260	\$18.33	\$23.83	\$29.33
11	260	\$19.25	\$25.02	\$30.80
12	260	\$21.17	\$27.53	\$33.88
13	260	\$23.29	\$30.28	\$37.27
14	260	\$25.62	\$33.31	\$40.99
15	260	\$26.90	\$34.97	\$43.04

PAY GRADE	DAYS	FOOD SERVICES		
		MIN	MID	MAX
1	186	\$10.37	\$13.48	\$16.59
1	226	\$10.37	\$13.48	\$16.59
2	186	\$10.89	\$14.15	\$17.42
2	226	\$10.89	\$14.15	\$17.42
5	189	\$15.33	\$18.40	\$21.47
13	189	\$24,390	\$32,317	\$40,244
14	189	\$24,653	\$32,665	\$40,667
15	189	\$25,352	\$33,591	\$41,831
16	189	\$25,852	\$34,254	\$42,656
17	189	\$26,351	\$34,915	\$43,479
18	226	\$31,509	\$41,749	\$51,990
19	189	\$26,876	\$35,611	\$44,345
20	189	\$27,376	\$36,273	\$45,170