ResponsiveEd®

2021-22 Teacher Compensation Schedule

San Antonio Cluster

Credited Years of Service (See Footnote 1.)		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
BASE SALARY (See Footnote 2.)	90% ISD Base Salary	$48,209	$48,495	$48,803	$49,164	$49,501	$50,019	$50,591	$51,091	$51,407	$51,654	$51,901	$52,147	$52,394	$52,702	$52,969	$53,235	$53,513	$53,806	$54,121	$54,503	$55,025
INCREASED STUDENT RATIO STIPEND (COMING 2022-23!)	Min.	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0
	Max.	$5,357	$5,388	$5,423	$5,463	$5,500	$5,558	$5,621	$5,677	$5,712	$5,739	$5,767	$5,794	$5,822	$5,856	$5,885	$5,915	$5,946	$5,978	$6,014	$6,056	$6,114
EXTRA-DUTY STIPEND (See Footnote 3.)	Min.	$0																				
	Max.	Determined by Campus Leadership																				
PERFORMANCE INCENTIVE (See Footnote 4.)	T-TESS "Developing" or "Improvement Needed"	$0																				
	T-TESS "Proficient"	$500 - $2,000																				
	TIA "Recognized" (67th Percentile)	$3,000 - $9,000																				
	TIA "Exemplary" (80th Percentile)	$6,000 - $18,000																				
	TIA "Master" (95th Percentile)	$12,000 - $32,000																				
TOTAL COMPENSATION	Min.	$48,209	$48,495	$48,803	$49,164	$49,501	$50,019	$50,591	$51,091	$51,407	$51,654	$51,901	$52,147	$52,394	$52,702	$52,969	$53,235	$53,513	$53,806	$54,121	$54,503	$55,025
	Max.	$85,566	$85,883	$86,226	$86,627	$87,001	$87,577	$88,212	$88,768	$89,119	$89,393	$89,668	$89,941	$90,216	$90,558	$90,854	$91,150	$91,459	$91,784	$92,135	$92,559	$93,139
ISD CLUSTER BASE SALARY SCALE		$53,565	$53,884	$54,226	$54,626	$55,001	$55,577	$56,212	$56,768	$57,119	$57,393	$57,667	$57,942	$58,216	$58,558	$58,854	$59,150	$59,458	$59,784	$60,135	$60,558	$61,139

The salaries listed above are for the 2021-2022 school year. The base salary scale is determined on an annual basis and subsequent years are not guaranteed. New Hires are responsible to provide original service records from previous districts to verify years.

ResponsiveEd Campuses within the San Antonio Cluster

Foundation School of Autism - San Antonio

Founders Classical Academy of Schertz

Premier H S - New Braunfels

Premier H S - San Antonio (Ingram)

Premier H S - San Antonio (Windcrest)

ISDs within the San Antonio Cluster

New Braunfels ISD

North East ISD

Northside ISD

San Antonio ISD

Schertz-Cibolo-Universal City ISD

1. Capping the total Credited Years of Service ("CYOS") at 20, each teacher will earn CYOS as follows: (a.) up to 5 years for every complete year (i.e., 9 months) of verified full-time teaching experience outside of ResponsiveEd (public or private, as reflected on each teacher's service records), and (b.) 1 year for every complete year (i.e., 9 months) of verified full-time teaching experience with ResponsiveEd.

2. The 2021-22 ResponsiveEd Base Salary Scale is 90% of the applicable 2021-22 ISD Cluster Base Salary Scale.

3. Stipend pay represents remuneration in addition to, but separate from, regular base salary, and may include assignment stipends, educational stipends, and coaching stipends. The actual amount that may be earned for the 2021-22 ResponsiveEd Extra-Duty Stipend is based a campus-specific 2021-22 Extra-Duty Stipend Schedule. Eligibility for the 2021-22 Extra-Duty Stipend is determined by each campus's leadership team.

4. ResponsiveEd participates in the Teacher Incentive Allotment ("TIA"). As such, the TIA portion of the ResponsiveEd Incentive is earned by those who have a current TIA designation of "Recognized," "Exemplary," or "Master." The exact amount for each TIA designation by campus will be determined by the State of Texas on or about April 2022. Any teacher who does not have a current TIA designation may earn $500-$2,000 if: (a.) he/she earns a designation of "Proficient" on the 2021-22 Texas Teacher Evaluation and Support System ("T-TESS") assssment, and (b.) the campus budget has sufficient funds to pay for the incentive.