

ResponsiveEd®

TEXAS

2023-24 Teacher Compensation Schedule

Abilene Cluster																						
Credited Years of Service <small>(See Footnote 1.)</small>	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
BASE SALARY	\$45,938	\$46,305	\$46,824	\$47,313	\$48,064	\$48,449	\$48,691	\$49,074	\$49,458	\$49,962	\$50,466	\$50,971	\$51,475	\$51,980	\$52,419	\$52,792	\$53,013	\$53,384	\$53,756	\$54,128	\$54,558	
EXTRA-DUTY STIPEND <small>(See Footnote 2.)</small>	Min.	\$0																				
	Max.	Determined by Campus Leadership																				
PERFORMANCE INCENTIVE <small>(See Footnote 3.)</small>	TIA "Recognized" <small>(67th Percentile)</small>	\$3,000 - \$9,000																				
	TIA "Exemplary" <small>(80th Percentile)</small>	\$6,000 - \$18,000																				
	TIA "Master" <small>(95th Percentile)</small>	\$12,000 - \$32,000																				
TOTAL COMPENSATION	Min.	\$45,938	\$46,305	\$46,824	\$47,313	\$48,064	\$48,449	\$48,691	\$49,074	\$49,458	\$49,962	\$50,466	\$50,971	\$51,475	\$51,980	\$52,419	\$52,792	\$53,013	\$53,384	\$53,756	\$54,128	\$54,558
	Max.	\$77,938	\$78,305	\$78,824	\$79,313	\$80,064	\$80,449	\$80,691	\$81,074	\$81,458	\$81,962	\$82,466	\$82,971	\$83,475	\$83,980	\$84,419	\$84,792	\$85,013	\$85,384	\$85,756	\$86,128	\$86,558



ResponsiveEd Campuses within the Abilene Cluster																				
Premier H S - Abilene																				

- 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.
- Stipend pay represents remuneration in addition to, but separate from, regular base salary, and may include assignment stipends, educational stipends, and coaching stipends. Eligibility for the 2023-24 Extra-Duty Stipend is determined by each campus's leadership team.
- ResponsiveEd participates in the Teacher Incentive Allotment ("TIA"). As such, the TIA incentive is earned by those who have a *current* TIA designation of "Recognized," "Exemplary," or "Master." The exact incentive amount for each TIA designation by campus will be determined by the State of Texas on or about April 2024.