

# ResponsiveEd<sup>®</sup>

TEXAS

## 2023-24 Teacher Compensation Schedule

### Midland Cluster

| Credited Years of Service<br>(See Footnote 1.)    |                                       | 0                               | 1        | 2        | 3        | 4        | 5        | 6        | 7        | 8        | 9        | 10       | 11       | 12       | 13       | 14       | 15       | 16       | 17       | 18       | 19       | 20       |
|---|---------------------------------------|---------------------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| <b>BASE SALARY</b>                                |                                       | \$58,625                        | \$59,050 | \$59,450 | \$59,800 | \$60,200 | \$61,150 | \$61,600 | \$61,900 | \$62,200 | \$62,550 | \$62,950 | \$63,400 | \$63,850 | \$64,300 | \$64,750 | \$65,250 | \$65,700 | \$66,150 | \$66,600 | \$67,050 | \$67,650 |
| <b>EXTRA-DUTY STIPEND</b><br>(See Footnote 2.)    | Min.                                  | \$0                             |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |
|   | Max.                                  | Determined by Campus Leadership |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |
| <b>PERFORMANCE INCENTIVE</b><br>(See Footnote 3.) | TIA "Recognized"<br>(67th Percentile) | \$3,000 - \$9,000               |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |
|   | TIA "Exemplary"<br>(80th Percentile)  | \$6,000 - \$18,000              |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |
|   | TIA "Master"<br>(95th Percentile)     | \$12,000 - \$32,000             |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |
| <b>TOTAL COMPENSATION</b>                         | Min.                                  | \$58,625                        | \$59,050 | \$59,450 | \$59,800 | \$60,200 | \$61,150 | \$61,600 | \$61,900 | \$62,200 | \$62,550 | \$62,950 | \$63,400 | \$63,850 | \$64,300 | \$64,750 | \$65,250 | \$65,700 | \$66,150 | \$66,600 | \$67,050 | \$67,650 |
|   | Max.                                  | \$90,625                        | \$91,050 | \$91,450 | \$91,800 | \$92,200 | \$93,150 | \$93,600 | \$93,900 | \$94,200 | \$94,550 | \$94,950 | \$95,400 | \$95,850 | \$96,300 | \$96,750 | \$97,250 | \$97,700 | \$98,150 | \$98,600 | \$99,050 | \$99,650 |

The salaries listed above are for the 2023-2024 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 Midland Cluster

Permian Basin Classical Academy Premier H S - Midland Premier H S - Odessa

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. 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.

3. 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.