

# ResponsiveEd<sup>®</sup>

TEXAS

## 2024-25 Teacher Compensation Schedule

FOUNDATION SCHOOL FOR AUTISM - SAN ANTONIO																							
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		\$56,532	\$56,946	\$57,372	\$57,720	\$58,108	\$58,608	\$59,182	\$59,655	\$60,144	\$60,753	\$61,220	\$61,523	\$61,826	\$62,129	\$62,433	\$62,766	\$63,114	\$63,461	\$63,822	\$64,236	\$64,667	
UPCOMING CHANGES TO BASE SALARIES IN 2025-2026		Starting in the 2025-2026 school year, base salary increases for existing teachers will be linked to individual performance (T-TESS performance evaluations and student growth percentage) and campus budget availability. Teachers who earn a "proficient" rating on the T-TESS evaluation system and whose campuses have sufficient funds in their budget will be eligible for these increases.																					
EXTRA-DUTY STIPEND <small>(See Footnote 2.)</small>		Min.	\$0																				
		Max.	Determined by Campus Leadership																				
PERFORMANCE INCENTIVE <small>(See Footnote 3.)</small>		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.	\$56,532	\$56,946	\$57,372	\$57,720	\$58,108	\$58,608	\$59,182	\$59,655	\$60,144	\$60,753	\$61,220	\$61,523	\$61,826	\$62,129	\$62,433	\$62,766	\$63,114	\$63,461	\$63,822	\$64,236	\$64,667
		Max.	\$88,532	\$88,946	\$89,372	\$89,720	\$90,108	\$90,608	\$91,182	\$91,655	\$92,144	\$92,753	\$93,220	\$93,523	\$93,826	\$94,129	\$94,433	\$94,766	\$95,114	\$95,461	\$95,822	\$96,236	\$96,667

The salaries listed above are for the 2024-2025 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 FOUNDATION SCHOOL FOR AUTISM - SAN ANTONIO	
Foundation School for Autism - San Antonio	

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 Extra-Duty Stipends is determined by each campus's leadership team.

3. ResponsiveEd Texas participates in the Teacher Incentive Allotment (TIA) program established by the State of Texas. TIA incentives are available to teachers who achieve the designations of "Recognized," "Exemplary," or "Master," based on rigorous criteria reflecting their instructional excellence and student performance outcomes. The exact incentive amount corresponding to each designation is determined by the State of Texas and is typically announced in May each year.