



PPfT Compensation



BACKGROUND

Professional Pathways for Teachers (PPfT) is the result of the collaboration between Austin Independent School District, Education Austin, and American Federation of Teachers (AFT) to design a Human Capital System that blends appraisal, compensation, professional learning, and teacher leadership. The Board of Trustees approved a consultation agreement on April 25, 2016 to implement a new compensation framework beginning in the 2016-2017 school year. For the PPfT system, a teacher is defined as directly instructing students 50% or more of the instructional day, whose primary assignment is a teaching assignment.

THE FRAMEWORK

The PPfT Compensation Framework is base-building, which means it adds permanent pay increases to a teacher's base salary. Teachers will enter the system at their current base salary that is based on their years of experience to honor their years of experience. This framework does not impact stipends or board approved raises. Teachers will still be able to earn all district approved stipends and raises.

The framework builds the base through a point system. Teachers will earn professional points each year. Points are cumulative and determine the amount of the base increase. Teachers can earn points from five elements: Service, Appraisal, Professional Development Unit, Leadership Pathways, and LP Plus 1.

*Please see the attached document for information on enhanced compensation campuses.

Elements	Professional Points (per year)	
Current Year of Service	1	
Appraisal Effective Highly Effective Distinguished	Standard	Enhanced
	4	6
	7	12
	10	20
PDU (Professional Development Unit)	2	
Leadership Pathways 4 micro-credentials & badge	Professional Points (per 2 years)	
	15	
LP Plus 1	1	

BASE SALARY INCREASES

As teachers earn points, they will become eligible for base salary increases outlined on the table below. Teachers earn increases when the point amount is earned at the end of the school year. The base salary increase will be added to the teacher's salary for the following year. For example, once a teacher earns 5 points, the teacher will receive a \$500 increase to the base salary. Once the teacher earns an additional 5 points, for a total of 10 points, the teacher will earn another \$750 increase. The next increase would come at 20 points. The amount associated with the points is only earned once but the base salary increase is permanent, while staffed in a teaching position in AISD. The increases below are based on a full-time 187-day teaching contract.

Professional Points	Base Increase
5	\$500
10	\$750
20	\$750
30	\$750
40	\$750
50	\$750
60	\$750
70	\$750
80	\$750
90	\$750
100	\$750

Professional Points	Base Increase
110	\$500
120	\$750
130	\$750
140	\$750
150	\$750
160	\$750
170	\$750
180	\$750
190	\$750
200	\$750
210	\$750

Professional Points	Base Increase
110	\$500
120	\$750
130	\$750
140	\$750
150	\$750
160	\$750
170	\$750
180	\$750
190	\$750
200	\$750
210	\$750

**PPfT Enhanced Compensation Campuses
2020-2021**

Enhanced Compensation Campuses are defined as the top 25% of campuses with the highest instructional services index, which takes into account the percentage of economically disadvantaged students, percentage of students served in Bilingual/ESL programs, and the percentage of students served with special education programs. Campuses with an overall F accountability rating and are not in the top 25% will also be included. Enhanced Compensation is designed to provide recruitment and retention support to campuses.

All teachers will either be working on a Standard Compensation Campus or an Enhanced Compensation Campus.

Below is the list of Enhanced Compensation Campuses for the 20-21 school year.

High Schools
Eastside Memorial High School
Navarro High School
Northeast High School
Travis ECP High School

Middle Schools
Burnet Middle School
Garcia YMLA
Mendez Middle School
Sadler Means YWLA
Webb Middle School

Accountability Based Campuses
Martin Middle School
Dobie Middle School

Elementary Schools
Andrews Elementary
Barrington Elementary
Brown Elementary
Cook Elementary
Galindo Elementary
Guerrero-Thompson Elementary
Harris Elementary
Hart Elementary
Jaime Padron Elementary
Jordan Elementary
Langford Elementary
McBee Elementary
Overton Elementary
Perez Elementary
Pickle Elementary
Sanchez Elementary
Walnut Creek Elementary
Widen Elementary
Wooldridge Elementary
Wooten Elementary

* Any additions or adjustments to Enhanced Compensation Campuses may be made throughout the year.