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**CONSULTATION AGREEMENT
BETWEEN THE
AUSTIN INDEPENDENT SCHOOL DISTRICT
AND EDUCATION AUSTIN**

SUBJECT: Professional Pathways for Teachers (PPfT) Framework

Pending approval from the Board of Trustees, the identified parties hereby agree to begin implementing the framework of Professional Pathways for Teachers (PPfT) at the onset of the 2016-17 school year, with complete implementation scheduled at the conclusion of the 2019-2020 school year. PPfT is a human capital system for teachers that compensates professional growth and classroom expertise.


PPfT was designed in collaboration between the Austin Independent School District and Education Austin that blends four elements: Years of Service, Appraisal, Professional Development Units, and Leadership Pathways. The framework builds base salaries through a point system for each of the four elements. Teachers can earn points each year which are cumulative and determine the amount of the base salary increase.

PPfT also recognizes teachers serving at Enhanced Compensation Campuses. 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. Multi-year improvement required campuses are also included.

A PPfT Oversight Committee will be established to review PPfT and recommend changes if deemed necessary. The Administration and Education Austin will consider any recommended changes through the consultation process. The PPfT Oversight Committee will include:


- 3 Teachers
- 3 Campus Administrators
- 3 Education Austin Representatives
- 1 Teaching and Learning Representative
- 1 Human Resources Representative
- 1 Educator Quality Representative
- 1 Accountability and Assessment Representative

Funding for PPfT will be determined by the Board of Trustees during annual budget deliberations. To ensure an opened and transparent account of PPfT, an annual summary report will be prepared by AISD's Office of Accountability and Assessment and presented to the Board of Trustees prior to each year's approval of the District's budget.



 Paul Cruz, Ph.D.
 AISD Representative
 4/19/16

 Date



 Ken Zarif
 EA Representative
 4-19-2016

 Date

