

# TEACHER COMPENSATION MODEL -- DRAFT

October 2015

- Committee process established by the Board of Education
- Joint process with 12 Teachers, 8 Administrators & 3 Board of Education members
- 12 Meetings held in 2014-15, Summer 2015 & September 2015
  - 5 full day and 7 evening meeting
- Current draft supported by the full committee
- 11 Employee communication meetings (10/13 – 10/19)
- Planned Board review for action at 10/26/15 meeting

## PROCESS REVIEW

# NEW DRAFT SCHEDULE

LEVEL	Points	TIER	
		BA	MA
A	0	39,000.00	45,000.00
B	60	40,200.00	46,200.00
C	120	41,400.00	47,400.00
D	180	42,600.00	48,600.00
E	240	43,800.00	49,800.00
F	300	45,000.00	51,000.00
G	360	46,200.00	52,200.00
H	420	47,400.00	53,400.00
I	480	48,600.00	54,600.00
J	540	49,800.00	55,800.00
K	600	51,000.00	57,000.00
L	660	52,200.00	58,200.00
M	720	53,400.00	59,400.00
N	780	54,600.00	60,600.00
O	840	55,800.00	61,800.00
P	900	57,000.00	63,000.00

LEVEL	Points	TIER	
		BA	MA
Q	960	58,200.00	64,200.00
R	1020	59,400.00	65,400.00
S	1080	60,600.00	66,600.00
T	1140	61,800.00	67,800.00
U	1200	63,000.00	69,000.00
V	1260	64,200.00	70,200.00
W	1320	65,400.00	71,400.00
X	1380	66,600.00	72,600.00
Y	1440	67,800.00	73,800.00
Z	1500	69,000.00	75,000.00
AA	1560	70,200.00	76,200.00
AB	1620	71,400.00	77,400.00
AC	1680	72,600.00	78,600.00
AD	1740	73,800.00	79,800.00
AE	1800	75,000.00	81,000.00

# DRAFT SCHEDULE EXCERPT

## DISPLAYING PARTIAL LEVELS

- Staff move to the next level when they attain 60 points
- If the next 60 point level isn't reached, staff will move a partial step each year
- Once the next level of points is reached, staff will move to that new level
- Staff change tiers when they attain their Master's Degree
- Only one level movement maximum per year

LEVEL	POINTS	TIER	
		BA	MA
A	0	39,000.00	45,000.00
A1		39,300.00	45,300.00
A2		39,600.00	45,600.00
A3		39,900.00	45,900.00
B	60	40,200.00	46,200.00
B1		40,500.00	46,500.00
B2		40,800.00	46,800.00
B3		41,100.00	47,100.00
C	120	41,400.00	47,400.00
C1		41,700.00	47,700.00
C2		42,000.00	48,000.00
C3		42,300.00	48,300.00
D	180	42,600.00	48,600.00
D1		42,900.00	48,900.00
D2		43,200.00	49,200.00
D3		43,500.00	49,500.00
E	240	43,800.00	49,800.00

# POINTS PROCESS

- ▶ 1 Point = 1 Hour of PD
- ▶ 1 Credit = 15 Points/Hours

LONGEVITY RECOGNITION			
MCPASD Years of Svc	Yr of Svc Pts	Prof Dev Pts	Total
0-10	20	40	60
11-20	25	35	60
21+	30	30	60



## HOW DO I EARN POINTS?

- Year of Service – If not on Improvement Plan
- Traditional College Credits
- PDP Process for staff under PI-34 Licensure
- Staff or District Initiated Organized Class outside of the work day
- District approved curriculum writing
- National Board Certification
- Preapproved committees and service – see detailed list for more examples
- Other pre-approved options such as action research

	Placement	Salary	Carry Over Points	Yr of Svc	PD	Total Points
2015-16	BA/A	\$ 39,000.00		20	40	60
2016-17	BA/B (60)	\$ 40,200.00	0	20	20	100
2017-18	BA/B1	\$ 40,500.00	40	20	20	140
2018-19	BA/C (120)	\$ 41,400.00	20	20	40	200
2019-20	BA/D (180)	\$ 42,600.00	20	20	20	240
2020-21	BA/E (240)	\$ 43,800.00	0			
		\$ 4,800.00			AVG	\$ 960.00

## EXAMPLE #1 NEW SCHEDULE MOVEMENT

	Place	Salary	Carry Over Points	Yr of Svc	PD	T Pts	
2015-16	BA/J (540)	\$ 49,800.00	305	25	40	910	MA (-300 pts)
2016-17	MA/K (600)	\$ 57,000.00	10	25	20	655	
2017-18	MA/K1	\$ 57,300.00	55	25	20	700	
2018-19	MA/L (660)	\$ 58,200.00	40	25	40	765	
2019-20	MA/M (720)	\$ 59,400.00	45	25	20	810	
2020-21	MA/N (780)	\$ 60,600.00	30				
		\$ 10,800.00				AVG \$ 2,160.00	

## EXAMPLE #2 NEW SCHEDULE MOVEMENT



	Place	Salary	Carry Over Points	Yr of Svc	PD	T Pts
2015-16	MA/P (900)	\$ 63,000.00	Start: 930 pts 30 carry over	30	40	1000
2016-17	MA/Q (960)	\$ 64,200.00	40	30	20	1050
2017-18	MA/R (1020)	\$ 65,400.00	30	30	20	1100
2018-19	MA/S (1080)	\$ 66,600.00	20	30	40	1170
2019-20	MA/T (1140)	\$ 67,800.00	30	30	20	1220
2020-21	MA/U (1200)	\$ 69,000.00	20			
		\$ 6,000.00			AVG	\$ 1,200.00

## EXAMPLE #3 NEW SCHEDULE MOVEMENT

- Eligible for points in 2015-16 (examples):
  - Credits not already used for lane change
  - District offered PD such as Winter Institute and Equity Institute
  - Some Committee Work
    - May be given the choice between pay or points for this year
- Eligible for points beginning 2016-17 (examples):
  - Preapproved Action Research
  - Preapproved Individual Workshops
  - Student Mentor
  - Preapproved offerings of summer enrichment activities to targeted students
  - Serving on a PDP Review Committee

## TRANSITION TO POINTS PROCESS

- Step 1: Lane changes on current schedule
- Step 2: Gap adjustments
  - Those below 95% of “full MCPASD experience salary”
- Step 3: Board approved salary increase (~2% recommended)
- Step 4: Crosswalk to new schedule
  - Moved to the next higher salary in the BA or MA Tier
- Step 5: Point banks established and populated

## 2015-16 TRANSITION & SALARY INCREASE PROCESS

Current Salary (BA tier)	\$41,515.18 (After lane chg, gap & %)
Crosswalk Salary Placement	\$41,700.00 (BA Tier; Level C1)
Partial Step Point Allocation	15 points added to bank for "1" level

## CROSSWALK AND POINT EXAMPLE

