

# TEACHER COMPENSATION MODEL – UPDATES

November 2015 Revisions from Committee

- Committee met November 4<sup>th</sup> all day
  - Reviewed all feedback which was sent prior to the meeting
  - Discussed the major points of feedback from the staff
  - Decided on some additional adjustments to address major concerns
- Current draft supported by the full committee
- 3 Communication meetings (November 10 - 12)
- Planned Board review for action at 11/16/15 meeting

## UPDATED PROCESS REVIEW

# DRAFT SCHEDULE EXCERPT

## DISPLAYING PARTIAL LEVELS

- Staff move up to one full level (4 sub-levels) each year based on points accumulated. (eg: A2 – B2)
- Points have been added to each sub-level to assist staff with understanding level placement.
- 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	15	39,300.00	45,300.00
A2	30	39,600.00	45,600.00
A3	45	39,900.00	45,900.00
B	60	40,200.00	46,200.00
B1	75	40,500.00	46,500.00
B2	90	40,800.00	46,800.00
B3	105	41,100.00	47,100.00
C	120	41,400.00	47,400.00
C1	135	41,700.00	47,700.00
C2	150	42,000.00	48,000.00
C3	165	42,300.00	48,300.00
D	180	42,600.00	48,600.00
D1	195	42,900.00	48,900.00
D2	210	43,200.00	49,200.00
D3	225	43,500.00	49,500.00
E	240	43,800.00	49,800.00

# POINTS PROCESS

- ▶ 1 Point = 1 Hour of external PD
- ▶ **1-2 Points = 1 Hour of internal PD**
- ▶ 1 Credit = 15 Points/Hours

LONGEVITY RECOGNITION			
Total Years of Experience	Years of Experience Pts	Prof Dev Pts	Total
0-5	20	40	60
6-20	30	30	60
21+	40	20	60

## HOW HAVE POINTS BEEN UPDATED?



- District offerings for PD may be issued for up to 2 points per hour at the District discretion
- Staff will know the number of points offered when the classes/workshops are advertised for sign up
- “Retro” points will be allowed for credits or PDP renewal process for up to 1 prior renewal cycle.
  - Staff under the “6 credit” renewal can convert up to 6 credits to points (90 points maximum)
  - Staff under PI-34 licenses can convert their last PDP renewal (30 points maximum) and \*\*up to 4 credits taken within that cycle (up to 60 points maximum) for a max total of 90 points banked for equity purposes
    - \*\* This was added to clarify and equalize the maximum point accumulation after the committee meeting date.

- ▶ **Common question:** I have been in the District for 4 years already and will be paid at the same level as a new teacher – Can this be considered?
  - ▶ 1 – 2 years of experience – Moved to A1
  - ▶ 3 – 4 years of experience – Moved to A2
  - ▶ 5+ years of experience – Moved to A3
    - ▶ While this does a small adjustment only, the committee agreed that it would be beneficial to make this change for teachers in this situation.

EXPERIENCE HONORED AT  
START OF SCHEDULE

- Step 1: Lane changes on current schedule
- Step 2: Gap adjustments (*Still supported by committee after discussion*)
- 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 per guidelines
  - These will be updated in Skyward after back pay has been implemented

## 2015-16 TRANSITION & SALARY INCREASE PROCESS





# 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