

## CERTIFIED EDUCATOR COMPENSATION MODEL

This compensation model will begin with the issuance of 2020-2021 educator contracts.

The adoption of this model indicates the acknowledgement and acceptance that due to a lower level of flexibility, some components of the model may not be applied in a challenging budget year. Factors that drive budget constraints (and that may limit full annual compensation model implementation) include the status of the State's biennial budget, educational funding within the State's budget, OASD projected enrollment, Consumer Price Index for bargaining, cost of full fidelity implementation of compensation model components, cost of other identified strategic priorities, and inflationary increases to other district expenditures.

**Compensation components will be paid out in the following priority according to budget availability:**

- 1) Committed Critical Shortage Stipends
- 2) Annual increases
- 3) Commitment Increases
- 4) Lane Movement
- 5) Additional Increases (degree beyond lane movement, additional licensing, National Board certification)
- 6) Learners and Leaders Research Bonus (maximum 5% of negotiated and approved pool)
- 7) Any remaining dollars from the negotiated and School Board approved salary pool are distributed equally by percentage

If any one component of #3 and #4 are not able to be implemented in a given year, pay of those components will be prioritized the following year before annual or commitment increases. If budget does not allow for full payout of #1 or #2, one or both may be adjusted by equal percentage to meet budget limits. Should the reduction in #1 and #2 be necessary, the loss will not be replaced in future years.

Submission deadlines for documentation of components is February 1, 11:59 p.m. of each calendar year.

Educators who are working on improvement directives or a formal performance improvement plan are not eligible for salary increases until returning to proficient performance status.

## CONTENTS

Certified Staff Compensation Model Components.....	3
Lane Movement.....	4
Commitment Increase.....	5
Education/Certification Increases.....	5-6
Critical Shortage Stipends.....	7
Learners and Leaders Research Bonus.....	7
Existing Employee Placement in Model.....	8
New Employee Placement in Model.....	8

## CERTIFIED STAFF COMPENSATION MODEL COMPONENTS

LANE ONE	LANE TWO
Minimum \$45,000	Minimum \$48,000
	<b>Criteria to Enter:</b> <ul style="list-style-type: none"> <li>• Master’s Degree</li> </ul> <p style="text-align: center;">OR</p> <ul style="list-style-type: none"> <li>• National Board Certification</li> </ul> <p>+ \$2,500 increase for moving from Lane One to Lane Two</p>
<b>Minimum annual salary increase*</b> \$800	<b>Minimum annual salary increase*</b> \$1,200

Maximum \$105,000

COMMITMENT	
Increases added to annual salary the year after completion:	
<b>Year</b>	<b>5      10      15      20      25      30</b>
	\$300   \$600   \$900   \$1200   \$1500   \$1800
31+ years \$100 annually	
EDUCATION/CERTIFICATION	
Increases added to annual salary the year after February 1 submission:	
Graduate Degree after Lane Movement	\$1,500
National Board after Lane Movement	\$1,500
ESL/ELL, Reading, Gifted and Talented or Special Education certification not needed for position/hire earned after model implementation	\$1,000
CRITICAL SHORTAGE STIPEND	
Temporary stipend in addition to salary of hard to fill positions for a maximum of three years	up to \$5000
LEARNERS AND LEADERS RESEARCH BONUS	
Competitive annual grants designed to support work focused on gap closure and increased achievement aligned to District strategic goals. Grant pool/individual compensation within grant is dependent on annual negotiated dollar and will not exceed five percent (5%) of negotiated pool.	

\*First component paid out, may be decreased in a difficult budget year.

## LANE MOVEMENT

There are two ways to qualify for movement from Lane One to Lane Two. They include completion of a District approved Master’s Degree or successful completion of National Board Certification (NBPTS or other field specific).

### Master’s Degrees

Master’s Degree programs and/or institutions must be pre-approved by Human Resources through completion of a Master’s Degree/NTBPS application form. It is recommended the form be completed and approved prior to beginning work in a program. If Human Resources does not approve a program, the educator may appeal to the Superintendent. The Superintendent’s decision will be final. All programs must include a minimum of 32 credit hours.

Pre-Approved Master’s, EdD or PhD Programs	Pre-Approved Institutions	
<ul style="list-style-type: none"> <li>• Administrative Leadership</li> <li>• Curriculum and Instruction</li> <li>• Professional Development</li> <li>• Content Area of assignment</li> <li>• Reading Specialist</li> <li>• Special Education</li> <li>• Personalized Learning</li> </ul>	<ul style="list-style-type: none"> <li>• All UW System Schools</li> <li>• Alverno College</li> <li>• Cardinal Stritch University</li> <li>• Carroll University</li> <li>• Concordia University</li> <li>• Edgewood College</li> </ul>	<ul style="list-style-type: none"> <li>• Marquette University</li> <li>• Mount Mary University</li> <li>• St. Norbert College</li> <li>• University of Saint Thomas</li> <li>• University of Minnesota</li> <li>• Viterbo University</li> </ul>

Transcripts from completed programs should be submitted as soon as possible after the degree has been awarded and is evidenced on transcript. Salary increases for lane movement are applied the contract year after they are received. To be included for the next contract year, all transcripts must be received by Human Resources no later than February 1. In the year of lane movement, the educator qualifies first for Lane One annual increase and then the lane movement increase of \$2500 is added.

### National Board Teacher Certification (NBTPS)

Educators must inform the Department of Human Resources of intent to complete a NBTPS through the Master’s Degree/NTBPS application form. It is recommended the form be completed and approved prior to beginning work on the requirements. When scores are released, the candidate should inform Human Resources of positive results. Notification to receive lane movement must be received no later than February 1.

Educator certification areas that are not a part of National Board Teacher Certification but have an equivalent national certification that requires similar rigor/effort to obtain and maintain are also eligible for this increase.

## COMMITMENT INCREASE

Educators who remain in OASD with positive and effective practice should be recognized for their continuing commitment to our students, organization and community. Educators will be recognized for every five-year block of continued service within the District. The commitment increase is added to salary on the contract following the completion of the fifth year of each block. So, the first increase would be seen on the contract issued for the 6<sup>th</sup> year of service, the second increase would be seen on the contract for the 11<sup>th</sup> year of service, etc. After thirty (30) years, commitment increases become annual with a \$100.00 increase to salary per year.

## EDUCATION/CERTIFICATION INCREASES

	Amount
<b>Education:</b> Graduate degree after lane movement	\$1,500
<b>National Board</b> certification after lane movement	\$1,500
<b>License/Certification:</b> ESL/ELL, Reading, Mathematics, Gifted and Talented or Special Education certification not needed for position/hire and obtained after model implementation date	\$1,000
For Pupil Service Program positions that require a Master's Degree or higher to obtain licensure from the State of Wisconsin (starting salary reflects a \$6,500 on BA Base) including SPL, SSW, Psych, School Counselor, OT, PT.	\$6,500

**Education** increases recognize educators that receive a second graduate degree, dual licensure, specialty licensures, or certification. These are applied to salary and increase salary base.

A second graduate degree will be recognized, if degree is in a different education program area (i.e. Special Education and Math, Math and Science, Reading and Math). There is a maximum of one (1) additional recognized graduate degree after placement in or movement to Lane Two.

Pre-Approved Master's, EdD or PhD programs	Pre-Approved Institutions	
<ul style="list-style-type: none"> <li>• Administrative Leadership</li> <li>• Curriculum and Instruction</li> <li>• Professional Development</li> <li>• Content Area (must be certified in area)</li> <li>• Reading Specialist</li> <li>• Special Education</li> <li>• Personalized Learning</li> </ul>	<ul style="list-style-type: none"> <li>• All UW System Schools</li> <li>• Alverno College</li> <li>• Cardinal Stritch University</li> <li>• Carroll University</li> <li>• Concordia University</li> <li>• Edgewood College</li> <li>• Marion University</li> </ul>	<ul style="list-style-type: none"> <li>• Marquette University</li> <li>• Milwaukee School of Engineering</li> <li>• Mount Mary University</li> <li>• St. Norbert College</li> <li>• University of Saint Thomas</li> <li>• University of Minnesota</li> <li>• Viterbo University</li> </ul>

**License/Certification** increases are offered to promote additional licenses that support achievement for our diverse learners and generally include ELL, Special Education, Gifted and Talented and Reading. These generally do not include secondary fields that have multiple licensing within one subject area unless the area is deemed a critical shortage area and pre-approved. A license/certification obtained while pursuing a Master's degree will be paid at the License/Certification amount. When the Master's degree is earned, the difference between the Master's and License/Certification amounts will be paid. For example, an educator earns a 316 license and is paid \$1,000.00 for License/Certification. The educator later completes the Master's Degree requirements within the same program and adds the 317 license, then is paid \$1,500, for Master's Degree lane movement or \$500 if it is a second Master's Degree.

If an educator obtains National Board Certification and uses it to move to Lane Two, an additional increase for National Board Certification is not paid. If the educator is in Lane Two via a Master's Degree and obtains new National Board Certification the \$1,500 is added to the annual salary. If an educator is in Lane Two via Master's Degree and had earned a previous National Board Certification, the educator will receive the \$1,500 added to the 2020-2021 annual salary and grandfathered stipends will cease.

---

## CRITICAL SHORTAGE STIPENDS

Critical shortage stipends are used to help attract and retain teachers in hard to fill areas and are available at the discretion of administration for up to \$5,000 annually to be paid to individuals serving in critical shortage areas as a means of attraction and retention. These stipends may be guaranteed for up to a three (3) year period, provided that the teacher remains in good standing. These stipends are not salary building and once expired are no longer part of compensation.

## LEARNERS AND LEADERS RESEARCH BONUS

Learners and leaders research bonus funds are available through annual grants awarded to individuals or small groups who design, implement, evaluate and share action research that is focused on gap closure and/or increased levels of achievement and aligned to the District Strategic plan. Available dollars will fluctuate and may come from multiple sources including grants, partnerships, and negotiated School Board approved salary pool increase dollars. The dollars used from the salary pool will not exceed five (5) percent of negotiated and approved pool. The research activities may be inclusive of the assignment of each participant or in addition to the assignment. The maximum any one individual can be compensated through an approved grant in an annual year is \$5000.00.

Each year, a formal call for proposals will be extended by November 1 with proposals due by February 1. Awardees will be notified by May 15. Timely grant submissions will be evaluated by a panel of calibrated readers with internal representatives from administrator, educator groups and external experts as available. Each reader will rank proposals according to criteria identified in the call for proposal. The top ranked proposals read and scored by a minimum of three readers will be funded until the annual fund amount is exhausted.

An additional requirement of a learner and leader research bonus is formal dissemination of research findings and learning via presentation and/or publication.

---

## **EXISTING EMPLOYEE PLACEMENT IN MODEL**

Each existing employee will move into the new model with the salary communicated on the 2019-2020 contract. For existing employee lane placement, any graduate degree related to education or subject field from any accredited institution will qualify for Lane Two placement. If a Master’s Degree is on file and was obtained prior to July 1, 2015 the employee will be placed in Lane Two.

If an educator has a Master’s Degree earned after July 1, 2015, has submitted transcripts no later than February 1, 2020, and Master’s Degree was not necessary for promotion to Band IV or V in the previous model, the educator will be placed in Lane One. For contract issuance for 2020-2021, the educator will receive Lane One annual increase, then be moved to Lane 2 and receive the increase for lane movement.

Educators in Band IV of the previous model, where degree could be replaced with learning equivalence, will be required to select either Lane One or Lane Two placement prior to September 1, 2019.

## **NEW EMPLOYEE PLACEMENT IN MODEL**

Generally, years of experience in the field are not recognized for salary placement in the District. Rather, a market evaluation of each position is conducted, and placement is offered within the starting ranges for all educators, currently \$45,000.00-\$54,500.00. Years of experience may be recognized at Lane One annual increases for partial years of experience. No new educator will be offered more than the average salary of other “like” positions. For example, all of the teachers in District teaching the same grade range or subject as the new employee would be averaged. Maximum offers are limited to that average. Candidates with completed Master’s Degrees in Education following existing criteria will be placed in Lane Two.

The District may offer a short term, critical shortage stipend to educators with years of experience in hard to fill positions. This stipend is in addition to salary and will be paid a maximum of three years.



## APPLICATION FOR COMPENSATION INCREASE

*(Sample Only-Form on website under Human Resources)*

First Name: \_\_\_\_\_ Last Name: \_\_\_\_\_

Role/Position: \_\_\_\_\_

Current Assignment: \_\_\_\_\_

Please indicate the type of salary increase you will be seeking and the deadline date you intend to submit documentation:

Lane movement through Master's Degree	February 1, 20	\$2,500.00
Lane movement through National Board	February 1, 20	\$2,500.00
Added licensing in:	February 1, 20	
• Reading		\$1,000.00
• Special Education		\$1,000.00
• ESL/ELL		\$1,000.00
• Gifted and Talented		\$1,000.00
• Other:		
Second graduate degree	February 1, 20	\$1,500.00
National Board after Master's Degree	February 1, 20	\$1,500.00

If the salary increase you are seeking is related to degree or license, please complete this section.

Institution of Higher Learning: \_\_\_\_\_

Program Name: \_\_\_\_\_

I understand that I must provide documentation of completion of criteria no later than February 1 11:59 p.m. for the increase to be included on the following year's contract. I also understand that if budget does not allow for the type of increase, it may be delayed by one year.

Educator Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Approved

Not Approved

Admin Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Reason/comments: