

SHIOCTON SCHOOL DISTRICT PROFESSIONAL PERSONNEL COMPENSATION PLAN

I. Overview and Purpose

The Shiocton School District Compensation Plan is the result of collaborative efforts between teachers, administrators and the school board. The Plan was designed over a two year period with student achievement and educator effectiveness at the forefront of our efforts.

In developing this compensation model, we focused on two actions that we felt were instrumental to the end results:

- recognize educator performance *and*
- promote educator retention *so as to*
- improve student achievement *and*
- improve educator effectiveness through consistent education and incorporation of instructional best practices.

Through the Plan, we seek to more accurately align that which we value to the practice in which we compensation educators.

II. Compensation Grid

TIER LEVEL	GENERAL GUIDELINES	COMPENSATION LEVEL
Tier A: Initial Educators	<p>Designed for initial educators who are in their first three to five years of service in the profession</p> <p>NOTE: if not progressing to Tier B by end of Year 5, then (a) on Plan of Improvement AND (b) frozen in salary [no annual increase earned]</p>	<p>Salary begins at \$35,000</p> <p>(Annual increases are cumulative)</p>
	Tier Promotion (one time stipend)	+1,000 stipend
Tier B: Professional Educators	<p>Designed for educators upon completion of an approved initial PDP program and Professional Educator license</p>	<p>Salary begins at \$38,750</p> <p>Continue to earn annual increase if meet evaluation criteria (see Annual Compensation Grid)</p>
	Tier Promotion (one time stipend)	+1,000 stipend
Tier C: Master Educator	<p>Designed for:</p> <ul style="list-style-type: none"> educators upon completion of a Master's Degree AND who show evidence of application of this new learning AND who maintain an "effective" evaluation status <p>Promotion Review process is required</p>	<p>Salary begins at \$44,000</p> <p>Continue to earn annual increase if meet evaluation criteria (see Annual Compensation Grid)</p>

III. Salary Increases
A. Earning Annual Salary Increases -- Evaluation Year

Sections	Tier A – Years 1 & 2	Tier A – Years 3 to 5	Tier B	Tier C
Evaluation Component (Summative Evaluation)	<input type="checkbox"/> 0-2 Effective ratings <input type="checkbox"/> 5-6 Developing or Needs Improvement ratings <input type="checkbox"/> 0-2 Unacceptable ratings <input type="checkbox"/> Not on a Plan of Improvement ¹	<input type="checkbox"/> 5-6 Effective ratings <input type="checkbox"/> 0-1 Developing or Needs Improvement ratings <input type="checkbox"/> 0 Unacceptable ratings <input type="checkbox"/> Not on a Plan of Improvement ¹	<input type="checkbox"/> 5 -6 Effective ratings <input type="checkbox"/> 0-1 Developing or Needs Improvement ratings <input type="checkbox"/> 0 Unacceptable ratings <input type="checkbox"/> Not on a Plan of Improvement ¹	<input type="checkbox"/> 5 -6 Effective ratings <input type="checkbox"/> 0-1 Developing or Needs Improvement ratings <input type="checkbox"/> 0 Unacceptable ratings <input type="checkbox"/> Not on a Plan of Improvement ¹
Professional Growth Component	<input type="checkbox"/> Annual SLO or SMART Goal Completed ² <input type="checkbox"/> Portfolio up-to-date in MLP <input type="checkbox"/> PDP in process	<input type="checkbox"/> Annual SLO or SMART Goal Completed ² <input type="checkbox"/> Portfolio up-to-date in MLP <input type="checkbox"/> PDP in process	<input type="checkbox"/> Annual SLO or SMART Goal Completed ² <input type="checkbox"/> Portfolio up-to-date in MLP <input type="checkbox"/> PDP or Professional License Completed	<input type="checkbox"/> Annual SLO or SMART Goal Completed ² <input type="checkbox"/> Portfolio up-to-date in MLP <input type="checkbox"/> Master Degree, Certificate, or Course of Study in process
Total Required	7 Check Marks	7 Check Marks	7 Check Marks	7 Check Marks

NOTE: Teachers receive a checkmark in the Evaluation section according to their Tier as per their Summative Evaluation if their rating falls within the indicated range; teachers receive checkmarks in the Growth section by fulfilling the indicated requirements

¹ this box may *not* be checked if the employee has been on a Plan of Improvement for any part of the current school year OR if the employee will be on a Plan of Improvement for the next school year

² completed means: SLO results AND reflection have been submitted via MLP AND supervising administrator has signed-off/approved

B. Earning Annual Salary Increases -- Non-Evaluation Year

Tiers	A – Years 1 & 2	A – Years 3 to 5	B	C
Evaluation Component (Summative Evaluation)	<input type="checkbox"/> Not on a Plan of Improvement ¹	<input type="checkbox"/> Not on a Plan of Improvement ¹	<input type="checkbox"/> Not on a Plan of Improvement ¹	<input type="checkbox"/> Not on a Plan of Improvement ¹
Professional Growth Component	<input type="checkbox"/> Annual SLO or SMART Goal Completed ² <input type="checkbox"/> Portfolio up-to-date in MLP <input type="checkbox"/> PDP in process	<input type="checkbox"/> Annual SLO or SMART Goal Completed ² <input type="checkbox"/> Portfolio up-to-date in MLP <input type="checkbox"/> PDP in process	<input type="checkbox"/> Annual SLO or SMART Goal Completed ² <input type="checkbox"/> Portfolio up-to-date in MLP <input type="checkbox"/> PDP or Professional License Completed	<input type="checkbox"/> Annual SLO or SMART Goal Completed ² <input type="checkbox"/> Portfolio up-to-date in MLP <input type="checkbox"/> Master Degree, Certificate, or Course of Study in process
Total Required	4 Check Marks	4 Check Marks	4 Check Marks	4 Check Marks

¹ this box may *not* be checked this box if the employee has been on a Plan of Improvement for any part of the current school year OR if the employee will be on a Plan of Improvement for the next school year

² completed means: SLO results AND reflection have been submitted via MLP AND supervising administrator has signed-off/approved

IV. Additional Guidelines for Compensation and Annual Salary Increases

1. Educators will move to the next Tier based upon the General Guidelines criteria as noted in the Compensation Grid. All advancements will occur following the successful completion of a year of service *during which* the educator was formally evaluated. As a result, one-time Tier Stipends will be paid out with the last check for the current school year.
2. Educators who begin their first day of teaching no later than October 1 and whom complete the school year in a paid status shall be considered as having met the 'year of service' requirement noted in Number 1 above.
3. Salary increases earned as a result of Number 1 above will take effect with the start of the new school year.
4. Any educator who has two (2) or more "Needs Improvements" or one (1) or more "Unacceptable" ratings as per their Summative Evaluation will be placed on a "Plan of Improvement" for the following school year, with the exception of employees in Tier A, Years 1 & 2. (*EX: if, according to the 2014-2015 Summative Evaluation, Teacher X in Tier A, Years 3 – 5 earns 2 "unacceptable" ratings; s/he is placed on a Plan of Improvement for the following school year of 2015-2016*)
5. Any educator who does not meet the Total Required number of check marks per the Salary Increase criteria will be placed on a Plan of Improvement.
6. Any educator who is unable to progress from Tier A to Tier B by the end of their fifth year in the initial PDP stage* will be placed on a Plan of Improvement.
7. Any educator who is placed on a Plan of Improvement will be frozen at his/her current salary for the following school year (i.e. s/he will not receive the Annual Salary Increase)
8. Any educator who is unable to meet the requirements of their individual Plan of Improvement in the following year will face non-renewal or termination. (*EX: according to the 2014-2015 Summative Evaluation, Teacher X is placed on Plan of Improvement for the following school year of 2015-2016; if, at the end of the 2015-2016 school year, Teacher X has not met the requirements of his/her Plan, Teacher X would receive a non-renewal or termination*)
9. Administrators will continue to provide on-going and timely feedback through the Educator Effectiveness evaluation process (also referred to as Effectiveness Project). Administrators will use a variety of informal and formal observations so as to provide constructive feedback on multiple aspects of instruction so as to assist educators in their development of best practices and effective instruction.

* this may not necessarily be equivalent to the end of the educator's fifth year with the District

V. Transition Guidelines: from “Lanes and Steps” to the new Compensation Plan

The Shiocton School District is committed to providing a just and equitable transition for its educators such that no educator will see a decrease in his/her salary as the transition is made from “lanes and steps” to this new salary structure.

The Compensation Plan provides for three Tiers based first upon the level of licensure held by the educator and second upon the level of education attained.

- Educators working to complete their initial PDP will be placed in Tier A.
- Educators who have successfully completed their initial PDP *and* have received a ‘professional educator’ license *and* are not on a Plan of Improvement will be placed in Tier B.
- Educators who have successfully earned a master’s degree *and* are not on a Plan of Improvement will be placed in Tier C.

It is understood that the amounts indicated in each of the tiers as “salary begins at” is

- the new base wage beginning with the 2015-2016 school year *and*
- is not the required starting salary for an employee

VI. Annual Reimbursements, Stipends, and Other Compensation

The Shiocton School District is committed to providing motivation and support to our educators as they seek to improve their instructional practice and pedagogical understanding, as well as overall knowledge of education. This includes the acquisition of new skills, strategies, and techniques, as well as more in-depth knowledge of current subject matter. Too, the District is committed to supporting our educators as they seek higher education and the learning of new of advanced educational topics.

Prior Approval, Preference

To this end, the following annual stipends and methods of compensation have been developed. All employees seeking the stipends and reimbursements as noted below are required to have prior approval by his/her evaluating Administrator. For all compensation listed below, preference will be given to continued education:

- in district-determined areas of need including, but not limited to, STEM, STEAM, special education, CTE, Rtl, and instruction/curriculum OR
- that leads to the attainment of an advanced degree or additional certification/license, especially those in district-determined areas of need OR
- as requested of the educator by the District

A. Credit Reimbursement

The Shiocton School District recognizes the value of continued education, which can occur in multiple formats. Within the district, Tech Tuesdays and Wired Wednesdays offer educators a variety of topics to learn more about. More often than not, the topics are determined by staff request and taught by in house “experts”, which provides Shiocton educators continued access and support to someone “in-the-know”.

Where continued education is needed at a formal level, the District seeks to support educators in their endeavors at institutions of higher education. Recognizing that the cost of courses – bachelor and graduate level – continue to rise, the District seeks to assist educators as they complete their course work to the extent funds will allow.

To that end, the following guidelines will apply:

- Follow guidelines as noted above in Prior Approval, Preference section
- Submit application (see below) for approval
- Credit reimbursement is limited to 3 credits per semester per educator
- Educator must not be on a Plan of Improvement
- The District will reimburse a maximum of 30 credits in total for the 2015-2016 school year with the intent, as funding allows, to increase the maximum number of credits by 6 each year after
- Upon successful completion of the course (ie: Grade of C- or better) and submission as stated above, the District will reimburse the educator \$100 for each course credit to a maximum of 3 credits per semester per educator payable within 30 days

Application

An application process will be implemented as of July 1, 2015 for all educators interested in having coursework/credits reimbursed.

- Educators will submit application no later than May 1 of the current school year for credits to be earned no earlier than the start of the summer session beginning no earlier than June 1 of the current calendar year. *(For initial implementation purposes, the date to submit application will be August 20, 2015 for courses beginning no earlier than September 1, 2015.)*
- Educators will receive notification of approval (or denial) by June 1 of the current calendar year *(For initial implementation purposes, educators will receive notification of approval (or denial) by September 1 of the current calendar year.)*
- Where approved, teachers will need to submit proof of payment and transcript for course approved within 45 days of the completion of the course

B. Master/Advanced Degree Stipend

AREA	LICENSE #	MONETARY STIPEND*	GRADE LEVEL	ANNUAL STIPEND
General Master Degree (ex: Ed Admin; Curric; Instruc; Reading, etc)	10, 51, 54, 62, 92, 80, 316, etc	\$200 per year for 5 years	K-12	(See NOTE below)
Reading Specialist Master Degree	317	\$200 per year for 5 years	K-12	(See NOTE below)
Special Education Master Degree	810, 811, 830	\$200 per year for 5 years	K-12	(See NOTE below)
Doctoral Degree in educational field		\$300 per year for 5 years	K-12	(See NOTE below)

* Stipend is earned annually *provided that* the teacher meets the Tier evaluation criteria AND the Special/Advanced Degree is earned while an active employee at Shiocton AND received prior Administrative approval to pursue said degree.

C. Certification Stipends

AREA	LICENSE #	MONETARY STIPEND	ANNUAL STIPEND
National Board Certification		\$200 per year for 5 years	(See NOTE 1 & 2 below)
CAPP Certification		\$100 per year each year Cert is actively used	(See NOTE 1 & 2 below)
AP Certification		\$100 per year each year Cert is actively used	(See NOTE 1 & 2 below)
Advanced Standing or Transcript Credit Certification (FVTC, NWTC, etc)		\$100 per year each year Cert is actively used	(See NOTE 1 & 2 below)
STEM Certification (ex: PLTW; STEM Academy)		\$100 per year each year Cert is actively used	(See NOTE 1 & 2 below)
Other (as approved by Administration)		Not to exceed \$100 per year each year Cert is actively used	(See NOTE 1 & 2 below)

D. Committee Chair Stipends

AREA	MONETARY STIPEND	ANNUAL STIPEND
Committee Chair (EX: Wellness, Technology, Curriculum, Assessment, Salary, Other)	\$200 per year	Whether there is a Committee Chair is determined annually by administration; application and interview process may be utilized

NOTE 1: Stipends are earned annually *provided that* the teacher meets the Tier evaluation criteria AND the Certification is earned while an active employee at Shiocton AND had prior Administrative approval.

NOTE 2: These supplemental payments shall not be considered part of the individual employee's salary as delineated on the employee's individual contract as required under Wisconsin State Statute Section 118.21 and shall not be considered as part of the employee's total base wages (as term is defined by Wisconsin Administrative Code ERC 90 as of September 13, 2012).

E. Professional Growth Activities Stipends

NUMBER OF PROFESSIONAL GROWTH ACTIVITY POINTS *	1 - 3	4 - 7	8 - 10
STIPEND	\$100	\$200	\$300

* The number of Professional Activity Points to be considered for a stipend *cannot* be a duplicate count of any points earned from conferences, trainings, workshops, Tech Tuesdays/Wired Wednesdays, or other for which compensation – either monetary or compensatory time – is already received. (EX: cannot count the points earned through participation in a Tech Tuesday session as both time off on a staff development day AND points towards the stipend)

NOTE: Professional Activities listed below are only those that (a) are unpaid and (b) occur during unpaid time such as outside of the school day, school week, and/or school year.

ACTIVITY #	PROFESSIONAL ACTIVITY TITLES	POINTS (annual)
1	Building or District Committee - formal/informal (ex: Vision, Salary, Technology, etc; curriculum review, interview team, etc)	.5 points for each meeting outside school hours or as completed during an unpaid lunch period
2	School-based, academic-oriented evening activity participation [unpaid] (ex:SPICE meetings, Parent Night, Literacy Night, Fine Arts Fair, etc)	1 point each
3	Educator Awards (recognized education organization; DPI/State of WI; national, etc)	1 point each
4	Club/Organization Advisor or Co-curricular Coach [unpaid]	1 point each
5	Academic-related presentations to organizations, Boards, etc	.5 points each
6	Formal Workshop, Training, or Conference presenter	1 point for each session
7	Formal Workshop, Conference, or Training attendance	.5 for each half-day (3 - 4 hours)
8	In-district workshop presenter or trainer (EX: Tech Tues/Wired Wed, SMARTboard, Google, Daily 5, Café, etc)	1 point for each hour-long session
9	In-district workshop or training attendance (outside of regular school day)	.5 for each hour-long session
10	Other -- as approved by Administration	TBA

XIII. Additional Services and Factors for Compensation

- Mentoring (1 additional Personal Day)
- Extended Contract (working beyond regular school year)
- Summer School instruction (paid at rate determined by the Consortium)
- Summer Professional development or curriculum work (paid at the rate of \$22/hour)

XIV. Definitions

- **Educator** -- regular education classroom teacher (core and specials), special education teacher, school counselor, library media specialist, and school psychologist (if employed directly through the district)
- **Tiers** -- levels of advancement intended to acknowledge educator growth and development
- **Evaluation** -- the Shiocton School District utilizes the CESA 6 Educator Effectiveness System based upon the Stronge Model to accurately measure and reflect teacher performance to determine educator proficiency

XV. Promotion Review Process (to be developed for implementation in '17-'18)

XVI. Timeline for Implementation

July - November 2014	Draft, refine, and formalize tentative compensation plan; include Board members on committee -- language, compensation and transition between current schedule and new model (Tiers, Compensation, and Eval cycle)
December	Present to Professional Personnel Committee
January 2015	Refine, revise w/Salary Team; Final presentation to Professional Personnel Committee w/recommendation to Board
February	Present to Board; Initial presentation to Staff
March	Refine, revise w/Salary Team; presentation of revised Plan to Board
April	Approval by Board of Education
May	Presentation of Plan to staff
July 1, 2015	Implementation of new compensation plan begins

XVII. Frequently Asked Questions (FAQ)

XVIII. Appendix

1. Credit Reimbursement Application
2. Stipend Application