

SHIOCTON SCHOOL DISTRICT PROFESSIONAL PERSONNEL COMPENSATION PLAN

Revised ~~March 18, 2024~~ (date, 2024)

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 (Provisional) Educators	Designed for initial educators who are in their first three years (six semesters) of successful experience, as defined by DPI, in the category (i.e. subject or position) of the provisional license OR who are teaching under a 1-year or 3-year License with Stipulations or alternative licensure and do not qualify for Tier B or Tier C NOTE: if not progressing to Tier B by end of Year 3, then may be placed on (a) on Plan of Improvement AND (b) frozen in salary [no annual increase earned]	Salary begins at \$40,000 ^{45,000} (Annual increases are cumulative)
Tier B: Professional (Lifetime) Educators	Designed for educators upon completion of six (6) semesters of successful experience, as defined by DPI, or as granted by DPI during the licensing conversion* <u>Dedicated Service salary increase: An additional \$1,000.00 will be added to the professional staff member's annual compensation (salary) beginning with the next school year following the completion of each of the following milestone years¹: 5, 10, 15, 20, 25, 30, and 35.</u>	Salary begins at \$42,250 ^{48,000} Tier Promotion (one-time stipend) of \$1,000 Continue to earn annual increase if meet evaluation criteria (see Annual Compensation Grid)
Tier C: Master Educator	Designed for: <ul style="list-style-type: none"> educators who meet Tier B criteria AND who have completed a Master's Degree AND who show evidence of application of this new learning AND who maintain an "effective" evaluation status <u>Dedicated Service salary increase: An additional \$1,000.00 will be added to the professional staff member's annual compensation (salary) beginning with the next school year following the completion of each of the following milestone years¹: 5, 10, 15, 20, 25, 30, and 35.</u>	Salary begins at \$47,500 ^{51,000} Tier Promotion (one-time stipend) of \$1,000 Continue to earn annual increase if meet evaluation criteria (see Annual Compensation Grid)

¹ These must be consecutive years and the calculation begins again if there is a break in employment with the School District of Shiocton (EX: If Employee A is employed on 8/15/2017 and maintains consecutive years of employment without a break through 6/30/2022, which is the last day of Year 5, then Employee A receives his/her performance-based increase for the upcoming 2022-2023 school year AND receives an additional \$1,000.00 increase to his/her salary. This increase remains as part of his/her salary through the course of his/her continuous employment. This salary increase is not based upon performance and therefore is not impacted should the employee be placed on a Plan of Improvement at the end of a milestone year.)

Formatted Table

Formatted: Not Highlight

Formatted: Font: Not Bold

Formatted: Not Highlight

Formatted: Superscript

Formatted: Font: 9 pt

Formatted: Font: 9 pt

Formatted: Font: 9 pt

Formatted: Font: 9 pt

Formatted: Font: 9 pt, Not Bold

III. Salary Increases

A. Earning Annual Salary Increases -- Evaluation Year

Sections	Tier A – Years 1-3 (six semesters)	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- 1 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
Professional Growth Component	<input type="checkbox"/> Annual SLO Completed ² <input type="checkbox"/> Portfolio up-to-date in MLP	<input type="checkbox"/> Annual SLO Completed ² <input type="checkbox"/> Portfolio up-to-date in MLP <input type="checkbox"/> Lifetime or Professional License Completed	<input type="checkbox"/> Annual SLO 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	6 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 will be on a Plan of Improvement for the next school year

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

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

Section	Tier A – Years 1 – 3 (six semesters)	Tier B	Tier 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
Professional Growth Component	<input type="checkbox"/> Annual SLO Completed ² <input type="checkbox"/> Portfolio up-to-date in MLP	<input type="checkbox"/> Annual SLO Completed ² <input type="checkbox"/> Portfolio up-to-date in MLP <input type="checkbox"/> Lifetime or Professional License Completed	<input type="checkbox"/> Annual SLO 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	3 Check Marks	4 Check Marks	4 Check Marks

¹ this box may *not* be checked this box 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. Annual Salary Increase

Each year, staff members who meet the expectations related to their performance and are otherwise not on a Plan of Improvement*, as per Section III. Salary Increase (A) and (B), will be eligible to receive an Annual Salary Increase. As such, the Annual Salary Increase is performance-based and is not to be seen nor interpreted as an automatic increase to account for the cost of living.

The Annual Salary Increase is determined by the Board of Education and applied to the salary for the upcoming school year unless otherwise noted. While the amount of the Annual Salary Increase is in part a function of the Consumer Price Index (CPI), there is no guarantee that the amount of the Annual Salary Increase will always meet nor match the CPI.

V. Plan of Improvement

A Plan of Improvement is a method of collaborative support intended to support a staff member in his/her efforts to restore his/her performance to the expected level and/or to remediate a behavior that was egregious or otherwise detrimental to students.

A Plan of Improvement is designed to meet the specific needs of the staff member who has demonstrated, either over a course of time or in a single occurrence, that his/her performance does not meet expectations and/or has acted in an egregious manner detrimental to students and/or staff.

A Plan of Improvement may be invoked at any point during the school year so as to address the performance concerns or the egregious action(s). A Plan of Improvement may also be invoked as a result of the summative evaluation or other situations in which the staff member does not meet required performance or tier advancement (see Additional Guidelines for Compensation and Annual Salary Increases).

A Plan of Improvement is further designed to provide an enhanced level of support to the staff member in his/her efforts to return to and maintain a level of performance that meets expectations. The Plan will include specific goals to be achieved by the staff member and tied to one or more of the six (6) standards within the Effective Educator evaluation model. Additionally, the Plan will include specific actions to be taken by both the staff member and the administrator(s) in a joint effort to return to a level of performance that meets expectations.

A Plan of Improvement will typically span 12 consecutive months but may be lengthened if needed. The purpose of this duration is to ensure that the return to a level of performance that meets expectations can be maintained on a long-term basis without the continual need for the enhanced level of support from administration or others.

Formatted: Font: Not Bold

Formatted: Font: Not Bold

Formatted: Font: Not Bold

Formatted: Font: Not Bold

Formatted: Font: Not Bold

Formatted: No bullets or numbering

IV-VI. 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, including eligibility for the payment of any stipends and/or increase in annual compensation, shall occur July 1st following the successful completion of a year of service during which the educator was formally evaluated. Educators must be employed by the District as of July 1st and have the intent of remaining employed by the district for the school year commencing July 1st in order to be eligible for any stipend and/or

increase in annual compensation. The Tier Promotion stipend will be paid on the last check for the calendar year (December), provided that the Educator is employed at the time by the District.

2. Educators who meet the Dedicated Service salary increase criteria (IE: years of service) will receive the increase as part of their total salary for the next school year. The salary increase is not a one-time stipend, but rather a permanent addition to the staff member's salary and is in addition to any annual salary increase received. The salary increase is also not subject to the staff member's performance and therefore will be added to the salary even in the event the staff member is on a Plan of Improvement.

2-3. Educators who begin their first day of teaching no later on or before 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.

3-4. Salary increases earned as a result of Number 1 above will take effect with the start of the new school year.

4-5. 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 20142023-20152024 Summative Evaluation, Teacher X in Tier A, Years 3 – 5 earns 2 "unacceptable" ratings, then s/he is placed on a Plan of Improvement for the following school year, for the following school year of 2015-2016).

5-6. 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.

7. Any educator who is unable to progress from Tier A to Tier B by the end of their sixth semester of teaching* will be placed on a Plan of Improvement.

6-8. Any educator who, over the course of time or in a single occurrence, is found to have demonstrated behavior that is egregious or otherwise detrimental to students may also be placed on a Plan of Improvement.

7-9. 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).

10. 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 2014-20152023-2024 Summative Evaluation, Teacher X is placed on Plan of Improvement for the following school year of 2015-20162024-2025; if, at the end of the 2015-20162024-2025 school year, Teacher X has not met the requirements of his/her Plan, Teacher X would receive a notice of non-renewal or termination.)

8-11. Any educator who successfully completes their individual Plan of Improvement and subsequently maintains satisfactory performance for two (2) years after the completion of the Plan will have the Annual Salary Increase from the year s/he was placed on a Plan reinstated upon request. (EX: Teacher X is placed on a Plan of Improvement on October 15, 2023 and therefore does not receive the Annual Salary Increase of \$1750.00 approved for the 2024-2025 school year. If Teacher X subsequently successfully completes the Plan as of October 15, 2024 AND maintains satisfactory performance through October 15, 2026, then s/he will have the Annual Salary Increase of \$1750.00 reinstated upon request. This amount would be a permanent addition to his/her salary and the amount would be added to

Formatted: Font: (Default) Arial, 10.5 pt, Font color: Black

Formatted: Left, Indent: Left: 0.5", Space After: 10 pt, Line spacing: Multiple 1.15 li, No bullets or numbering, Font Alignment: Auto

Formatted: Indent: Left: 1", No bullets or numbering

Formatted: Underline

Formatted: Font: (Default) Arial, 10.5 pt, Font color: Black

Formatted: Font: (Default) Arial, 10.5 pt, Font color: Black

Formatted: Indent: Left: 0.5", Space After: 10 pt, Line spacing: Multiple 1.15 li, No bullets or numbering, Font Alignment: Auto

Commented [NS1]: ADDED 7/1/24 for further clarification.

Formatted: Font: 10.5 pt

Commented [NS2]: ADDED 7/1/24

Formatted: Highlight

Formatted: Font: Italic

Formatted: Font: Italic, Underline

Formatted: Font: Italic

Formatted: Font: Italic

Formatted: Font: Italic

Formatted: Font: Italic

his/her current salary for the 2026-2027 school year, with an appropriate adjustment made to his/her payroll for the remainder of the school year.)

9.12. 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 third year with the District

|

V-VII.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 licensure will be placed in Tier A.
- Educators who have successfully completed their initial licensure requirements *and* have received a ‘professional educator’ or ‘lifetime educator’ license *and* who are not on a Plan of Improvement will be placed in Tier B.
- Educators who have successfully completed the requirements for Tier B and who have earned a master’s degree *and* who 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 *and*
- is not the required starting salary for an employee.

VI-VIII.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 -six (6) credits per semester per educator
- Educator must not be on a Plan of Improvement
- The District will reimburse a maximum of 36 credits in total each school year
- Upon successful completion of the course (ie: Grade of C- or better) and submission as stated above, the District will reimburse the educator \$350 for each course credit to a maximum of six (6) credits per semester per educator payable within 30 days

Application

An application process was 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.
- Educators will receive notification of approval (or denial) by June 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; Reading, Curriculum; Instruction; etc.)	10, 51, 54, 62 54, 62, 92, 80, 316, etc.	\$250 per year for 5 years	K-12	(See NOTE below)
Reading Specialist Master Degree	317	\$250 per year for 5 years	K-12	(See NOTE below)
Special Education Master Degree	810, 811, 830	\$250 per year for 5 years	K-12	(See NOTE below)
Doctoral Degree in educational field		\$500 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)
St. Norbert's College Certification (similar to CAPP)		\$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 (EX: Wellness, Technology, Curriculum, Assessment, Salary, Diversity/Inclusion, etc.)	\$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	3.5 - 7	7.5 - 10	10.5 – 15	15.5+ 20	20.5+
STIPEND	\$100 150	\$200 250	\$300 400	\$400 475	\$500 550	\$700

* 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 <u>hour-long meeting/interview* held</u> outside of <u>regular</u> 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, Units of Study; Readers/Writers Workshop, 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

Formatted Table

Commented [NS3]: Will look to increase the stipend w/the 24-25SY, after new referendum

Formatted: Justified

Formatted: Font color: Black

XIII. Additional Services and Factors for Compensation

- Mentoring (1 additional Personal Day OR 1 day paid at per diem rate)
- Extended Contract (working beyond regular school year)
- Summer School instruction (paid at rate determined by the Consortium unless otherwise approved by the District Administrator)
- Summer Professional development or curriculum work (paid at the Curriculum Rate as noted in Professional Staff Handbook)

XIV. Definitions

- **Educator** -- anyone who receives a Professional Staff Contract ("teacher's contract")
- **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. Timeline for Implementation (Historic)

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
July 1, 2018	Updated Tier salaries
July 1, 2021	Updated Tier salaries; added salaries; added additional growth activity stipend categories
August 1, 2023	Update language
August 1, 2024	Update Tier salaries and update/add language related , Tier salaries, Tiers (add Tier-D?)to Dedicated Service salary increase, Annual Salary Increase, Plan of Improvement

XVI. Appendix

1. **Credit Reimbursement Application**
2. **Stipend Application**

Commented [NS4]: Will need to be updated if we change the number of credits per semester +/- or the amount of reimbursement per cr