



DRAFT

Germantown School District

August, 2014



Guiding Principles

- Predictable
- Collaboration
- Group Focus
- Leadership
- Life-long Learning
- Expertise
- Encourage Improvement
- Straight Forward/Clarity
- Longevity
- Dedication
- Fiscal Responsibility

The Salary Structure Design Process

- Collaborate with Committee to propose model for School Board Approval
- Identify “one-time” adjustments based on current situation to address “reset” of salary system such as:
 - Teachers below minimum of \$40,000
 - Transition issues
- Develop structures for funding sustainability.
- Without locking into specific dollar allocations, provide teachers an understandable view of their career path.
- Ongoing communications and partnership between teachers, the administration, and the School Board.

The Proposed Model

- Each teacher's current salary constitutes his/her base salary.
- No teacher's base salary will decrease.
- Raises will not be provided to those on a Performance Improvement Plan for the year of which the plan is in place.
- Pay increases are based on:
 - Individual Professional Practice Goal achievement
 - Meeting District Achievement and Collaboration Goal
- New teachers continue to be hired with a base salary determined by administration taking into consideration certifications, flexibility in licensure, years of experience, education, and other important factors (e.g., field of education).
- Provide clarity based on Committee feedback...
 - Annual budgets will likely be variable over time, consisting of CPI and potentially other “performance-based” funds secured.
 - We will provide clarity on the starting and ending salary within a career. However; the stepping stones along the way will be variable based on annual budget constraints.

The Model

- New pay structure:
 - Raise minimum to \$40,000 with Bachelor's Degree (\$45,000 with Master's Degree).
 - If currently below the \$40,000/\$45,000 floor, new base salary will be raised to minimum.
 - Maximum salary is \$80,000 (Cap for those with a Master's Degree, Bachelor's Degree will be capped at \$70,000).
 - Everyone is eligible for a raise unless base wage is already \$80,000+ or individual is on a performance improvement plan.
 - Individuals at the top of the range would receive increase in the form of a stipend.
 - Range minimums will be re-evaluated on a regular basis.
 - Individuals on a performance improvement plan would receive no increase.
 - Annual school year salary increases will be based on Consumer Price Index, plus additional one-time adjustments to “reset” salary for goal attainment system.
 - Potential annual raises will be the same for all teachers, provided goals are met.
 - **Longevity will be recognized at the completion of every five with an increase to base salary.

Longevity can move an individual beyond \$80,000

**Year 5 = \$750, Year 10 = \$1250, Year 15 = \$1750, Year 20, 25, 30, etc. = \$2500

The Proposed Model

- Advanced Learning is:
 - National Board (NBPTS) Certification and or Master Teacher Certification = \$1,500 stipend increase to salary if earned during Germantown Employment and employee retains certification
 - Master's Degree = \$3,000 permanent increase to total compensation/base salary
 - Educational Credits = \$1,500 permanent increase to total compensation/base salary/each 15 credits
- One-time event/supplemental pay are still included in our pay structure, such as:
 - Mentor stipend.
 - Additional pay for Department Chairpersons/Team Leaders.
 - Additional pay for extra-curricular supervision, coaching, advisors, etc.
 - Overload assignments.

Components of Pay at Germantown

Performance Based Goals

1. **Professional Growth Goal(s):** Identify goal, activities, and data to document growth
To be akin to the Educator Effectiveness goal developed by each teacher.

2. **Evidence Based District Achievement and Collaboration Goal**

“80% staff participation in two community service activities of their choosing within the Germantown School District community for the 2015-16 fiscal year commencing on July 1, 2015.”

Base Salary Increase

- Percentage to be determined annually based on overall district budget for salary increases.
 - Previously based on CPI; Conceptually based on CPI plus discretionary district performance amount (assuming additional funds can be secured).
- **70%** Paid based on successful completion of **Professional Practice Goal**.
 - Body of evidence used to support successful completion of “Individual Goal” - This will be a “Yes” (i.e., achieved, demonstrated reasonable progress/effort) or “No” measurement.
- **30%** Paid based on **District Achievement and Collaboration Goal**.



Summary

Continuing Education	Starting Salary	\$40,000/\$45,000	
Learning / Master's / Nat'l Boards Goal Achievement	Performance Goals	Professional Practice Goal	District Achievement and Collaboration Goal
\$1,500 for 15 credits / \$3,000 for Master's Degree / \$1,500 stipend added to salary for National Board Certification	Annual movement	70% of Total Available Budget	30% of Total Available Budget
	Top Salary	\$70,000/\$80,000	



Summary

	Bachelor's Prepared		Master's Prepared	
Starting Salary	\$40,000		\$45,000	
Performance Goals	Professional Practice Goal	District Achievement and Collaboration Goal	Professional Practice Goal	District Achievement and Collaboration Goal
Annual movement	70% of Total Available Budget	30% of Total Available Budget	70% of Total Available Budget	30% of Total Available Budget
Top Salary	\$70,000		\$80,000	

Examples

Starting Salary	\$40,000/\$45,000							
	Teacher 1		Teacher 2		Teacher 3		Teacher 4	
	Ind	Dist	Ind	Dist	Ind	Dist	Ind	Dist
Performance Goals	YES	YES	NO	YES	NO	YES	YES	YES
	Achieved Master's							
Annual Movement	\$575	\$245	0	\$245	0	0	\$575+ \$3,000 = \$3,575	\$245
	Teacher in good standing; receives both increases to their salary.		Teacher who didn't meet individual Professional Goal, but is in good standing, receives the district collaborative goal increase added to their salary.		Teacher did not make individual Professional Goal and is on a Performance Improvement Plan so does not receive either the performance or the district collaborative goal increase		Teacher in good standing; gets both increases and received Master's so also receives an additional \$3,000 increase added to their salary	
Top Salary	\$70,000/\$80,000							