



TEACHER COMPENSATION PROPOSAL

GUIDING REASON A TEACHER COMPENSATION SYSTEM IS NEEDED

The District's current approach to teacher compensation has been unpredictable and uncompetitive, making it difficult to recruit and retain top performing teachers.

COMPENSATION IMPROVEMENTS TEACHERS CAN EXPECT

Salaries of returning teachers would be appropriately leveled at the start of the 2017-2018 school year, and they'll receive raises in 2017-2018 based on their 2016-2017 performance. New hires will be placed on the proposed system's starting salary scale.

Teachers can count on receiving annual performance-based raises with the highest performers receiving \$1,500 increases each year.

Teachers have an opportunity to earn an elevated salary maximum up to \$73,000 a year, and they can reach that maximum salary at a faster rate than at many competing districts.

Above and beyond performance based salary increases, teachers can obtain bonuses and stipends for hard-to-staff subjects (e.g. Math, Science & Special Education) and job-related advanced degrees. In addition, bonuses or stipends are possible for veteran teachers who have reached the salary max.

ROLE EDUCATORS PLAYED IN THE DEVELOPMENT PROCESS

In addition to gathering feedback from teams in Human Resources, evaluation and finance -- teachers and principals provided feedback regarding the final model and were engaged throughout the design process.

Most recently, principals and teachers completed online surveys, and five teacher focus groups were held to collect feedback regarding the new system.

Teacher feedback led to a change in raise amounts and specificity of and eligibility for stipends.

COST OF THE COMPENSATION SYSTEM

Teacher salary costs are expected to increase approximately \$10.7 million for the first year due to initial implementation costs, but those costs should decrease in subsequent years.

Initial cost increases also include the award of bonuses and stipends and leveling raises to bring current teachers in line with the new hire scale.