

PERFORMANCE-BASED RAISES



INVESTING IN OUR TEACHERS




Great performance deserves to be rewarded, and under the new teacher compensation system, that's now possible!

EACH YEAR, you have an opportunity to permanently increase your base salary amount according to the following TEM scores:

TEM Score	Permanent Salary Increase Amount
TEM 5	\$1500
TEM 4	\$1000
TEM 3	\$750

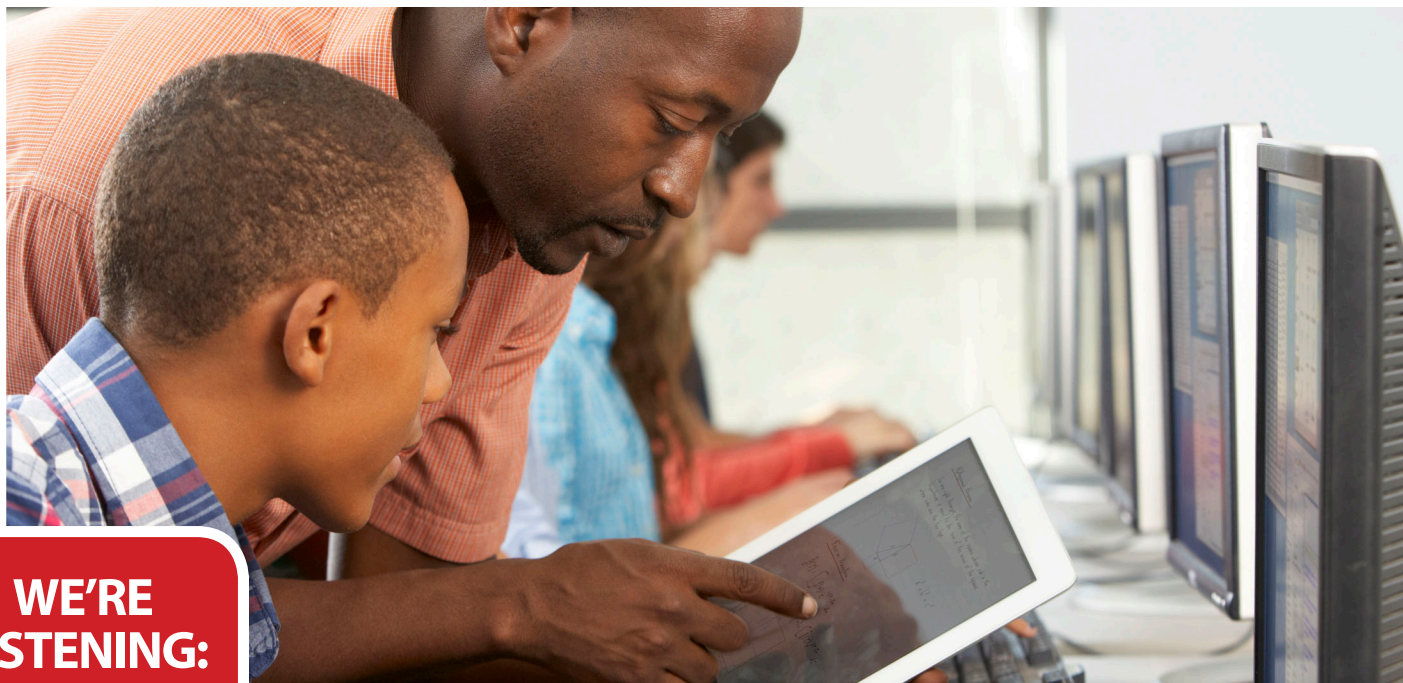
EXAMPLE



Julia was earning \$43,000 as a first time teacher. At the end of the 2017-18 school year, Julia earned a TEM 3 rating. Under the new system, her base salary increased to \$43,750.

The first performance-based raises will be issued during the 2017-2018 school year* based on performance in the 2016-2017 school year.

**Retroactive to the first day of work for 2017-2018*



WE'RE LISTENING:

Feedback from your teacher colleagues led to our decisions about raise amounts for each TEM level.