

FOR DISCUSSION ONLY

BASE PLUS SALARY STRUCTURE

(This is an example only. Actual plans are not limited to this model or these components.)

Base Salary (negotiated)

\$40,000

Salary component A: Training and Knowledge (Semester credits earned beyond the minimum required for licensure.)

[Component A compensation is added to the teacher's base salary and is included when additional salary components are calculated from the base.]

1. .15% additional for each credit earned in the subject matter area of the teacher's license.
2. .2% additional compensation for each credit earned in education (pedagogy).
3. .3% additional compensation for every 10 hours of District Professional Development completed.

Salary Component B: Teaching Experience (Components provided in Section B are permanent additions to the teacher's base salary.)

1. 8% of the base salary will be added as a re-employment incentive at the start of the second year of employment.
2. An additional 8% of the teacher's base salary will be added as a re-employment incentive at the start of the third year of employment.
3. An additional 7% re-employment incentive will be added to a teacher's base salary when returning for a 4th year of employment.
4. A 7% continuous improvement incentive will be added to a teacher's base salary at the start of the 5th year of employment.
5. An additional 6% continuous improvement incentive will be added to a teacher's base at the start of the 6th year of employment.

Salary Components C through E are components aligned with the District and Site EIP. The specific components contained below serve as examples of possible components. They are examples only and not recommended components.

Salary component C: Individual Teacher Performance Components

[Component C provides annual performance compensation and is not added to the teacher's base pay.]

1. Student Discipline:
4% of a teacher's base salary will be added to a teacher's compensation when classroom observations and evaluations determine mastery of the site's classroom management norms and procedures established in the site EIP.
2. Student Attendance:
.03% of a teacher's base salary will be added to a teacher's compensation each month if the average attendance in his/her classroom is above the average attendance of the school site for that month.
4. Test Score Improvement:
2% of base will be added to a teacher's salary as a result of improved performance of assigned students based on measurements of student performance established in the site EIP. (Local negotiations determine what incremental improvement is required.)

Salary Component D: Site Location Performance Components.

[Component D provides annual performance compensation and is not added to the teacher's base pay.]

1. Student Attendance:
.03% of a teacher's base salary will be added to a teacher's compensation each month when the average attendance at their school site is above the average attendance rate of the school district.
2. Concentrations of English Language Learners:
3% of a teacher's base salary will be added to a teacher's salary when the enrollment of students at a site from families whose primary language is not English at the school site exceeds the district average by 10%. An additional 3% of base will be added for each additional increment of 10% in students from families whose primary language is not English.

3. **School Site Safety:**
5% of a teacher's base will be added to a teacher's compensation if she/he teaches at a school site where the attendance zone experiences 10% more police calls per hundred residents as recorded by the local law enforcement than the district wide average number of police calls per 100 residents.
4. **Administrative Instability:**
2% of a teacher's base will be added to their compensation when they work at a site where the principal's years of experience as a principal are under the average years of experience as principal district wide.
5. **Site Attendance:**
2% of base will be paid as compensation to all teachers working at a school site that experiences an annual reduction in student absenteeism of 10% over the two year average absence rate.
6. **Test Score Improvement:**
5% of base will be added to the compensation of teachers as a result of improved performance of students enrolled at the school site as demonstrated by improvement based on measurements of student performance established in the site EIP.
7. **Staff Stability:**
An additional 1% of base salary will be paid to teachers teaching in sites that retain at least 80% of the teaching staff from the previous year.

Salary Component E: District-wide components

1. **Student Attendance:**
2% of a teacher's base salary will be added to a teacher's compensation for each 10% increase in the district wide average attendance.
2. **Staff Stability:**
An additional 1% of base salary will be paid to all teachers employed in the district when of 80% of the teaching staff continues in the same site from year to year.
3. **Student Performance Improvement:**
2% will be added to the base pay of all teachers for each 1% improvement in district wide test scores (on agreed upon tests.)

4. Maintenance of Quality Incentive:
 - i. When the school reaches a district average of students scoring in the 80th percentile on the agreed upon test all teachers will receive an additional 2% of base salary when that level of student performance is continued from one year to the next.
5. Concentrations of English Language Learners:
 - i. 3% of a teacher's base salary will be added to a teacher's salary at the point when district wide enrollment of students from families whose primary language is not English exceeds the state average for districts by 10%. An additional 3% of base will be added for each additional increment of 10% in students from families whose primary language is not English.

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