

Dr. Michael Richie, District Administrator
Northland Pines School District
mrichie@npsd.k12.wi.us

Jim Brewer, High School Principal
Northland Pines High School
jbrewer@npsd.k12.wi.us

Talking Points CESA 12 Presentation

1. Why did we look at implementing a new pay model?
 - Reward staff for doing a good job in the classroom and match pay with performance
 - Stop rewarding ineffective/average/below average staff the same as we reward effective staff regardless of poor or great performance
 - Stop paying salary increases to staff based on seniority and the number of graduate credits taken
2. What was the process and who was involved?
 - This was administrative driven
 - All staff were invited and encouraged to participate in all meetings throughout the entire process
 - Between 25 and 50 certified staff participated in all meetings
3. What does the new pay model look like?
 - Based on seven teacher performance standards (INTASC)
 - 22 benchmarks
 - Rubrics developed
 - 5 levels of performance
4. What was the low and high end of the pay structure under the old land and step model with collective bargaining?
 - **\$34,421 to \$66,793**
5. What is the low and high end of the pay structure with the new model?
 - **\$35,000+ to \$70,263+**

Years of Employment	Old Pay Scale Without Masters	Old Pay Scale With Masters	New Pay Scale Without Masters	New Pay Scale With Masters
Base Pay	\$34,421	NA	\$35,000+	NA
Employed 3 Years	\$37,014	\$38,043	L3 \$47,564+	L3 \$50,564+
Employed 5 Years	\$39,611	\$44,431	L4 \$55,093+	L4 \$58,093+
Employed 10 Years	\$46,091	\$52,424	L5 \$64,263+	L5 \$70,263+
Top of Scale	\$51,041	\$66,793	\$55,093+	L5 \$70,263+

6. Is the new model based on student test scores?
 - No. There is no mention of student test scores in the standards or benchmarks.
7. How was staff placed on the new pay scale?
 - Building Principals evaluated staff performance
 - Rubrics were developed
 - A salary structure worksheet was developed and utilized by Principals
 - Scores were reviewed and totaled for level placement
 - If there were any questions or uncertainties in the scoring, Principals conferred with each other and District Administrator
 - The salary structure worksheet sample will be included in the salary document
 - Staff will receive their salary structure worksheet and be able to see areas of growth needed in order to attain next salary level
 - Numerous administrative meetings discussing the process, implementation and placement