

PAC Meeting – December 20, 2013

The following Districts were represented at the meeting:

Ashland, Bayfield, Drummond, Hayward, Hurley Mellen, Northwood, Phillips, Solon Springs, Superior and Winter.

The professional discussion lent itself to the following points on alternative salary schedules for the certified/teaching staff:

- That a salary schedule should not be complicated should be understandable. Simplicity should be the guiding principle.
- How to deal with the concept of years of experience – how to manage longevity versus professional growth.
- The salary schedule should not be cut-throat.
- The salary schedule should be visible – be predictable, and give districts the ability to look forward. As well as teaching staff being able to predict future income.
- The Salary schedule should be tied to evaluation (Educator Effectiveness Model).
- How is the salary schedule applied – (annually/3 yr. cycle), Performance based on growth – how are supplemental awards or incentive compensation administered – ranging from freezes to top level amounts? Some thoughts were to have a minimum base salary with CPI increases given annually accompanied by performance incentives that were placed in a fund (additional compensation fund).
- The salary schedule must be sustainable – be based on dollars available annually – could be distributed based on Team Goals, School Goals, Department Goals, etc.
- How to deal with Supplemental Pay for National Board Certification – local compensation?
- Explore the concept of Team Incentives: Performance on goals.
- Evaluation: Meeting SLO's – Student, Professional Practice and Classroom Evaluation. Also growth in the six professional standards.
- Evaluation stipends, performance incentives, supplemental bonus – Based on funding available. Transparency item.

I. The Three Year Concept Salary Schedule

Over three years the Teacher would:

- Assemble a portfolio which would show growth and performance – as required by My Learning Plan.
- The portfolio growth activities would be listed in My Learning Plan and would be easily assembled.
- The performance aspect would be tied to the evaluation process – it would include a performance range of 1 to 4 this scoring would designate the range of increase for the staff member.

I.E.:

Score

- 1 Freeze in salary and placed on an improvement plan.
- 2 Increase would be the current year CPI increase
- 3 Increase would be the current year CPI increase and would be some level of Supplemental pay increase.
- 4 Increase would be the current year CPI increase and would be a higher level of Supplemental pay increase above a 3 score.

Questions that were asked:

- What can a district cover in terms of CPI and Supplemental Increases and how to budget for those increases?
- What is sustainable in the long-term?

II. Potential 3 Year Cycle Model:

Year 1 - Salary \$35,000.00

Year 2- CPI increase (assume \$500.00) Salary \$35, 500.00

Year 3- CPI increase (assume \$550.00) Salary \$36, 050.00 - This is the evaluation year.

Year 4-CPI increase (assume \$600.00) Salary \$36,650.00 + Evaluation/Supplemental Stipend (assume \$2000.00) Salary \$38,650.00

Year 5- CPI increase (assume \$750.00) Salary \$39,400.00

Year 6- CPI increase (assume \$800.00) Salary \$40,200.00

Year 7 – CPI increase (assume \$850.00) Salary \$41,050.00 – This is the evaluation year.

Year 8- CPI increase (assume \$900.00) Salary \$41,950.00 + Evaluation/Supplemental Stipend (assume \$2000.00) Salary \$43,950.00

III. A Predictable Model For Districts (Dr. Hildts)

_____	\$60,000.00
4-----	\$55,000.00
_____	\$50,000.00
_____	\$45,000.00
3-----	\$40,000.00
_____	\$35,000.00

2----Minimum Evaluation Score – Freeze or only a CPI increase - Professional Development Plan

1----- Discussion develop intense professional improvement plan

IV. Base Wage Rate Model

0 ---- Base Wage Rate ---- Retirement
(\$45,000.00)

Supplement Pay Options:

- Evaluation Bonus
- Goal Attainment
- Student Performance
- Professional Skill Development

NOTE:

The group decided that we outlined some key points and some potential schedules – but more work is necessary as well as further examination on individual district sustainability. We will continue our work – this information is for you to look at it more closely for your individual districts. We will continue work on this in February.