

BOYCEVILLE ALTERNATIVE COMPENSATION

FINAL Approved 6-17-2013

Promotion Cycle							
Cycle A	Entry Level Educator	Level I	34,000				
		Level II	34,500				
Promotion Cycle Requirements: Effective Educator Status, PDP in Progress							
Cycle B	Initial Educator	Level I	35,000				
		Level II	35,500				
		Level III	36,000				
Promotion Cycle Requirements: Effective Educator Status/Prof. License 50 Performance Points Annually				Required Masters for Certification/Licensure			
Cycle C-1	Professional Educator	Level 1	37,000	Level M-1	39,000		
		Level 2	38,500	Level M-2	40,500		
		Level 3	40,000	Level M-3	42,000		
Promotion Cycle Requirements: Effective Educator Status, 50 Performance Points Annually							
Cycle C-2	Professional Educator	Level 4	41,500	Level M-4	43,500		
		Level 5	43,000	Level M-5	45,000		
		Level 6	44,500	Level M-6	46,500		
Promotion Cycle Requirements: Effective Educator Status, 50 Performance Points Annually					Non-Masters 100 performance points		
Cycle C-3	Professional Educator	Level 7	46,000	Level M-7	48,000	Level 7	47,000
		Level 8	47,500	Level M-8	49,500	Level 8	48,500
		Level 9	49,000	Advances to D-1		Level 9	50,000
Promotion Cycle Requirements: Effective Educator Status, District Approved Masters Program, 100 performance points annually							
Cycle D-1		Level 1	50,500				
		Level 2	52,000				
		Level 3	53,500				
Promotion Cycle Requirements: Effective Educator Status, District Approved Masters Program, 100 performance points annually							
Cycle D-2		Level 4	55,000				
		Level 5	56,500				
		Level 6	58,000				
Promotion Cycle Requirements: Effective Educator Status, District Approved Masters Program, 100 performance points annually							
Cycle E		Level 1	59,500				
		Level 2	61,000				
Promotion Cycle Requirements: Effective Educator Status, District Approved Masters Program, 100 performance points annually							
Cycle E-2		Level 3	62,500				
		Level 4	64,000				
		Level 5	65,500				

SUPPLEMENTAL PAY

FINAL Professional Performance Points (Boyceville) (approved 6-17-2013)	EXAMPLES
<b>LEVEL A</b>	
Workshop and Implementation Report w/prior approval	5 pts/per event/day
Community Education Course Instructor (non-paid)	5 pts per session
Volunteer with district students (i.e Boys and Girls Club)	5 pts per event/max 5 events
Volunteer at district event (i.e chaperone, game worker)	5 pts per event/max 5 events
Facilitate/Host a District or State level competition	5 pts/10 pts-not compensated in co-curricular schedule
<b>LEVEL B</b>	
Graduate Course w/prior approval	10 pts/credit hour
Grant Writing	10 pts >\$5,000
PDP Reviewer-Local	10 pts
Workshop/PD Presenter-Local	10 pts/per session
Athletic Youth Clinic (Facilitate/Coach)	10 pts/per session
Community Outreach Activity	10 pts/per session
Supervising student teacher (limit: 2 per year)	10 pts
ACT/AP Prep Study Sessions (on-site extension of student day)	10 pts/per session
District Special Project Participant	10 pts
<b>LEVEL C</b>	
Obtaining and maintaining specialized certification(s) or training w/approval (i.e. PLTW, AP, National Board)	25 pts/per year/per certification
Grant Facilitation	25 pts > \$5,000
Mentor	25 pts
Publishing in professional journal	25 pts
Presenting at Conferences/Conventions w/approval	25 pts
Innovative Curriculum Project w/approval	25 pts
Building Leadership Team	25 pts

SUPPLEMENTAL PAY

District leadership Team	25 pts
Curriculum Leadership, as approved	25 pts
Professional Association State-wide Officer Position	25 pts
Advisor to Student with State-wide Officer Position	25 pts
Professional Literature Study Group	25 pts
Overseas Travel with Students-involving local students	25 pts/per trip
Intensive Tutoring or Mentoring to reach approved Ind. Student Learning Objective (SLO)/extension of student day	25 pts/per plan
Enrichment Activity to reach approved individual Student Learning Objective (SLO)/extension of student day	25 pts/per plan
Create and teach a Virtual Education Course	25 pts
Advising/Coaching MS/HS Extracurricular/Co-curricular	25 pts/max of 2-Activity must be minimum of 7 weeks
<b>LEVEL D</b>	
District Program Coordinator	50 pts
District Trainer	50 pts
Advising/Coaching MS/HS extracurricular or co-curricular activities	50 pts/maximum of 2: Activity must be a minimum of 15 weeks in duration.

Professional Performance Points are to be approved by the District Administrator after they have been discussed with and approved by the Building Principal.

## ASSUMPTIONS TO BE INCLUDED IN EMPLOYEE HANDBOOK

- Teachers must obtain performance point levels for a minimum of three years to be eligible for promotion to the next cycle. Exceptions will be made for approved leaves of absence.
- Three successive years without meeting performance points would result in movement back to the first level within that promotion cycle. Exceptions will be made for approved leaves of absence.
- Movement is limited to one level change per year.
- Educators must have earned effective educator status, based upon the District evaluation cycle, to continue movement. Assumes plan of improvement status freezes compensation.
- The annual plan for professional performance points will be approved by immediate supervisor.
- Professional performance points do not accumulate from year to year.
- Further operational details will be developed within the employee handbook.
- Contract year for the purposes of earning performance points is defined as July 1-June 30.