

**WAUNAKEE COMMUNITY SCHOOL DISTRICT
BOARD OF EDUCATION HUMAN RESOURCES COMMITTEE**

Thursday, June 10, 2021

8:00 AM

Waunakee Community School District
905 Bethel Circle
Waunakee, WI 53597

Members of the public may attend Board of Education meetings in-person, subject to space limitations, as well as guidelines and orders that are in place for indoor gatherings.

Public comments will be limited to 3 minutes. The Board will allow 1 hour for public comments.

Public comments may be sent to Rebecca McDonough at district_administrator@waunakee.k12.wi.us up to one hour before the start of the Board meeting. All comments will be reviewed by the Board members. Emailed comments will be reviewed by the board but not read out loud. Comments must include the commentator's name, address, and must identify their connection to the District (if any) and any group they are representing in order to be considered by the Board.

If you would like to address the Board in-person during the public comments section of the meeting, you will be greeted outside the buildings and brought into the meeting individually to present; if you are attending the Board meeting in person, you will be asked to check in with District personnel when you arrive so that you can be recognized and address the Board when your name is called.

You will be required to abide by guidelines and/or orders required for indoor public locations in Dane County and Wisconsin.

A recording of the meeting will be posted on the District webpage within 24 hours of the meeting time.

AGENDA

I. CALL TO ORDER

II. ROLL CALL

III. APPROVE AGENDA

IV. PUBLIC COMMENTS

**V. TEACHING GROUP EMPLOYEE FEEDBACK GATHERED BY THE
COMPENSATION REVIEW COMMITTEE ON 6/7 AND 6/9.**

Feedback to be gathered by two presentations to the teacher's employee group, being held on Monday, 6/7 and Wednesday, 6/9.

VI. PROPOSED TEACHER COMPENSATION SYSTEM

HR Committee review of the materials for consideration of a motion to the full Board to enact the changes for the start of the 21/22 points accrual year.

A. DRAFT TEACHER GUIDELINES - PART VIII & X

3

Draft guideline language created by the Teacher Compensation Review Committee over the 2019/20 and 2020/21 school years. Includes edits suggested at the 5.24.2021 HR Committee Meeting. Also included are the corresponding edits needed in Part VIII to align compensation language in Parts VIII and X.

B. COMPENSATION PLAN AT-A-GLANCE AND EXAMPLE STAFF VISUALS. 13

The at-a-glance document compares the current system to the proposed system, highlighting key differences. The example staff document shows several educators progressing through the system over three hypothetical years.

C. BUDGETARY IMPACT OF THE PROPOSED SYSTEM COMPARED TO THE CURRENT SYSTEM. 21

Materials to be shared at the night of the meeting. Using the 2019/20 and 2020/21 school years, compare the cost of the current teacher salary system to the proposed teacher salary system.

VII. ADJOURN

“Any person who has a qualifying disability as defined by the Americans with Disabilities Act who requires assistance with access or materials should contact the Waunakee Community School District Office at 849-2000, 905 Bethel Circle Drive Waunakee, WI 53597, at least twenty-four hours prior to the commencement of the meeting so that necessary arrangements can be made to accommodate the request.”

Article A – Salary Schedule

1. The District Administrator or his or her designee shall determine the initial compensation plan offered to each teacher upon hire.
2. The schedule below indicates salaries assigned for corresponding points for the 2021-22 2018-19 contract year.
3. Starting in the 2022-23 school year and moving into the future, annual salary increases will be determined by the compensation plan enacted by the Board on _____, as outlined in Part X. Salaries for each step in future years will be determined on an annual basis, along with cost of living increases.
4. Points are worth \$3 each.
5. In order to be eligible for a points-related salary step increase, teachers must have the 500 points available. Those may be points earned during the year or banked from previous years.
6. Points that are not used to move up a step will be banked.
7. ~~The minimum amount that will be paid for an annual points step increase is \$600.~~
8. Points will be redeemed in a manner that is consistent with the dollar increase that is given. For example, when \$600 750 is paid, 20050 points will be redeemed. ~~Because teachers must have 500 points available for an increase, 300 points will be banked in this case.~~
9. The Board will continue to have a goal of paying \$1,500 for 500 points honoring the parameters of the compensation system on an annual basis.
10. If the District finds itself in a financial situation that will allow for payment beyond \$1,500 parameters of the system in any given year, a decision may be made to allow teachers to redeem additional banked points up to an amount that is affordable that year.
11. The Board and parameters of the salary system will determine the number of points that will be paid out in any given year. Teachers may not individually determine the number of points they will redeem.
12. Teachers who earned an advanced degree (Masters, Ed. Specialist, Doctorate, National Board Certification/re-certification, or Wisconsin Master Educator (WMEAP) Certification/re-certification) during that year may redeem an additional 500 points for \$1,500. ~~points for an additional professional development points raise corresponding to that degree or certificate.~~

1 **Part X**
2 Professional Experience and Professional Development Points
3
4 Preamble
5
6 Article A – Experience
7
8 Article B – Professional Development Point Accumulation
9
10 Article C – Teachers New to the District
11
12 Article D – Degrees and Certificates
13
14 Article E – Activities for Point Acquisition
15
16 Article F - Teacher Incentives and Evaluation Review Committee (TIERC)
17
18 Article G – Professional Development Points Guidelines and Dates
19 ~~Article F – Summary of Points~~
20
21
22

STAFF COMPENSATION PREAMBLE

What characteristics are important in the salary system?

After reviewing the current language, the 2019 WTA survey of all teaching staff, Board feedback, and receiving anecdotal feedback from teachers across the district, the committee has identified the following characteristics of an effective salary system:

- Objective*
- Predictable*
- Equitable*
- Easy to understand and user friendly*
- Values both professional growth and experience*
- System is fiscally sustainable*

Professional development must be applicable in some way to the teacher's employment with the district. Teachers should attempt to achieve a reasonable balance between co-curricular and classroom related staff development activities.

Article A - Experience

1. Starting in the 2021/2022 school year, experience points will no longer be granted to teachers at the conclusion of the teaching year.
2. Teachers will be awarded a \$400 raise at the conclusion of each teaching year.
 - a. All teachers who work for the full school year will be granted full experience raise regardless of their FTE. Teachers who work less than a full year will have their experience raise pro-rated.
 - b. If a teacher is placed onto a plan of improvement and **does not make appropriate progress to be taken off** the plan in a given year they may not receive their **experience raise** for that year.

Article B – Professional Development Point Accumulation

1. The point acquisition timeframe is June 15 through June 14 of the following year. Exceptions may be granted with the approval of the District Administrator.
2. Teachers will be awarded 10 points per hour of professional development and five (5) points for each one-half hour of an approved activity. Fractional hours will be rounded up to nearest one-half (½) hour.
3. Each point is worth \$3. A single year's professional development points advancement is worth up to \$750, based on the number of points a teacher has earned or has available in their bank. A teacher will be paid for the number of points earned, if less than the maximum. Example: Teacher X has 200 points available and redeems them for a professional development points raise of \$600.
4. Upon the enactment* of the salary system at the completion of a teacher's fifth year of employment with WCSD and upon five year intervals after that, teachers with a points bank

1 balance permitting it, can redeem up to an additional 250 points for an additional \$750 salary
2 increase. Example: Teacher Y has completed their fifth year of employment with WCSD. They
3 have 600 points in their bank. In addition to the annual professional development points raise of
4 \$750 (250 points used) an additional 250 points will be used for another \$750 professional
5 development points raise.

6 6. Time spent working towards professional development points will be outside of school
7 hours unless a waiver has been granted by the District Administrator.

8 7. Points, once approved by the required administrators, cannot be rescinded unless the
9 teacher does not complete the credit successfully (passing grade) or has failed to meet
10 the reporting and verification procedures outlined in Part X of these guidelines.

11

12 **Article C – New Teachers to the District**

13 Teachers new to the District may be required to attend staff development outside of the normal
14 workday during the first year of employment in WCSD to assist them in learning district
15 procedures and policies and state and federal requirements. Each teacher new to the district may
16 have a "New Teacher Advisor" assigned to him/her by administration to serve as a coach and
17 advisor. Veteran teachers hired by the district may have a reduced requirement for being mentored
18 and/or attendance at district required in-service programs. The actual requirements in both of these
19 regards will be determined by the hired teacher's primary evaluator and the Curriculum and
20 Instruction office after consulting with the teacher to determine prior knowledge of district
21 curriculum, state instructional standards and district evaluation/assessment expectations.

22
23 New to the Profession Teachers are those in their first three years in the profession. New hires to
24 the district can be either A) New to the Profession or B) Experienced Educators.

25
26 All teachers, regardless of their level of experience, after joining the district will be able to submit
27 for 100 points (10 hours/ 10 points per hour) for their work with their New Teacher Advisor during
28 their first year of employment with WCSD.

29
30 All teachers hired in their first three years in the profession will be assigned a New Teacher Mentor
31 for those first three years. New to the Profession Teachers will be able to submit for 100 points
32 (10 hours / 10 points per hour) for their work with their New Teacher Mentor, even if those
33 meetings occur during the school day. Each of the first three years in the teaching profession is
34 eligible for 100 points of work with the New Teacher Mentor.

35
36 New to the Profession Teachers can submit for points for both New Teacher Advisor (100 points)
37 and New Teacher Mentor (100 points) work during their first year of employment with WCSD.

38 39

40 **Article D – Designated Degrees or Certificates**

41
42 A teacher will be awarded the following points for completing designated degrees upon submission
43 of a diploma or other official program completion documentation, (not a transcript), which may

1 include but is not limited to, a letter verifying successful completion of the degree from a
2 college/university official or the registrar's office.

- | | | |
|---|---------------------------------------|---------------------|
| 3 | i. Master's Degree | \$2400/800 points |
| 4 | ii. Educational Specialist | \$2400 /800 points |
| 5 | iii. Doctoral Degree | \$3000 /1000 points |
| 6 | iv. National Board Certificate | \$2400/800 points |
| 7 | 1. Renewal | \$1200 / 400 points |
| 8 | v. Wisconsin Master Educator (WMEAP) | \$2400 / 800 points |
| 9 | 1. Renewal | \$1200 / 400 points |

10 **In the year in which the advanced degree or certificate is credited, the teacher is permitted**
11 **to make an additional professional development points raise by using the points conferred**
12 **for the degree or certificate. Example: Teacher W earns their National Board Certificate**
13 **Renewal. In addition to the initial 250 points/ \$750 professional development raise, they will**
14 **be advanced an additional \$1200 by using 400 additional points.**

15 **Article E – Activities for Point Acquisition**

16 **1. Pre-Approved Professional Development Activities -**

17 Professional development activities offered by the local district either through the Annual
18 Staff Development Program established by the Curriculum and Instruction office and the
19 Systemwide Curriculum Committee or programs offered as a result of approval by the district.
20 **Pre-approved professional development activities are posted within Eduphoria.**

21
22 No pre-approval is necessary on the application form; however, verification of attendance
23 at the activity must be indicated on the individual teacher's form and returned within two weeks
24 of the activity to the District Administrator's administrative assistant.

25
26 In lieu of receiving points for local professional development activities offered outside of
27 the regular school day, administration may offer teachers the opportunity to submit timecards for
28 payment at the rate of \$20.00 per hour.

29 **Facilitators may submit for professional development points for preparation. Preparation**
30 **time will be approved on a one-time basis and will be awarded points equal to two (2) hours for**
31 **every one (1) hour of presentation. Points will not be awarded for preparation for the second and**
32 **subsequent presentation of the same program.**

33 **2. Professional Development Activities that Require Pre-Approval**

34 Points approval forms are submitted electronically to a teacher's supervisor. Until a
35 teacher receives approval, points are not guaranteed. Teachers may apply to the District
36 Administrator for points for an activity that is not outlined below. The District Administrator has
37 discretionary authority to grant points for such requests.

38 **Application Timelines**

- 1 a. College Credit - Pre-approval or by the end of the first week of class. Transcript,
2 grade statement or institutional verification shall be forwarded to the District
3 Administrator or his/her designee by the July 1st after the completion of the class
4 unless the class is completed between June 15 and July 1, in which case the report
5 shall be filed not later than July 1 of the following year.
- 6 b. Other activities - Pre-approval **in advance of participation** and verification of
7 completion by the staff member to be returned to the District Administrator's
8 administrative assistant prior to June 30th.

9

10 **Activities that Require Pre-Approval**

11 a. College Credit

12 A teacher will be awarded **one hundred and fifty (150) points** for each college credit
13 earned.

14 Accumulation of points for college credits or degrees begins on June 15 and concludes
15 on June 14 of the following year. Exceptions may be granted with the approval of the
16 District Administrator. College credits and degrees must be earned at accredited colleges,
17 technical colleges or universities granting at least a bachelor's degree. The course must be
18 applicable in some way to the teacher's employment with the district. In case of doubt
19 concerning the standing of an institution in which credits have been earned, or
20 interpretation of courses and/or credits applicable to salary schedule benefits, the
21 decision of the District Administrator and Board of Education shall rule.

22 July 1 - Transcripts, grade sheets or institutional verification of completion of
23 courses or other activities completed by June 14th must be submitted to the District
24 Administrator to be credited for the next contract year.

25 **It is recommended** that a teacher may not take more than eight (8) credits per
26 semester for fall and spring semesters. **A teacher interested in taking more than eight**
27 **(8) credits in the fall or spring can request approval from their supervisor.** During the
28 summer, a teacher may take as many credits for points as they desire.

29 b. Clinics/Conferences/Conventions/Workshops - Educational gatherings sponsored
30 by educational institutions or organizations that provide information sharing,
31 experiences or instruction that is related to education, teaching assignment or co-
32 curricular assignment. Collective bargaining activities are excluded.

33 c. Professional Meetings/Professional Leadership - Formal presentations to
34 educational groups by Waunakee staff. Preparation time will be approved on a one-
35 time basis and will be awarded points equal to two (2) hours for every one (1) hour
36 of presentation. Points will not be awarded for preparation for the second and
37 subsequent presentation of the same program.

38 **WCSD values professional leadership for the improvement of the education**
39 **profession. Teachers serving in non-paid leadership roles in regional, state or**

1 national educational organizations excluding unions can submit for points for time
2 spent preparing for and meeting with those teams. Serving in that type of role will
3 be awarded 100 points.

4 d. Evaluation Teams - Serving on an S.E.C., North Central, Career and Technical
5 Education or other evaluation visitation committee. Serving on SEC or similar
6 audit teams will be awarded 100 points.

7 e. Work Experience - The work experience must be part of a pre-approved and
8 established work experience program which is related to the teacher's licensure or
9 position within the district to be eligible for points. A teacher will be awarded one
10 (1) point for each one (1) hour and one-half (.5) point for each one-half (½) hour of
11 approved work experience. Questions about work experience can be directed to the
12 School to Career Coordinator, Curriculum and Instruction Office or Human
13 Resources.

14 f. Ad Hoc District-Wide Committee Participation - Participation on ad hoc district-
15 wide committees that meet outside of the school day whose direction or activities
16 have been established by the Board to complete a specific project or initiative may
17 be awarded a stipend or points at the discretion of the District Administrator. Ad
18 Hoc committees will have an established end point and will not be annually
19 recurring.

20 g. Editing Professional Publications - Editing for any statewide or nationally
21 recognized professional journal (not union publications). The articles must pertain
22 to the teacher's teaching or co-curricular assignment. Each teacher shall be able to
23 submit up to a maximum of 10 hours (100 points) for participation in such activities
24 per year. A copy of the publication will serve as verification.

25 h. Writing for Professional Publications - An original article, which is published by
26 statewide or nationally recognized professional journals (not union publications).
27 The article must pertain to the teacher's teaching or co-curricular assignment. In
28 order to receive points, the published article must be at least five hundred (500)
29 words in length. Subsequent publications of the same or edited article are not
30 eligible for points. Point value will be based on the following scale: 500-1000
31 words = 5 hours; 1000-1500 words = 10 hours; over 1500 words = 15 hours. A
32 copy of the publication will serve as verification.

33 i. Book Studies - Book studies may be sponsored by educational institutions or
34 organizations related to the field of education, teaching assignment, or co-curricular
35 assignment. PD Points may be earned at the normal rate for group discussion time.
36 Additionally, PD Points may be earned for reading based on the following formula:
37 number of pages/50. Total points = pages/50 + points per hour of discussion.

38 This pertains to externally sponsored book studies. WCSO-sponsored book studies
39 will be posted within Eduphoria and will use the same formula.

- 1 j. **On-line Professional Learning – Examples include: live or recorded webinars, on-**
2 **demand courses, and virtual learning. Certification of completion, when applicable**
3 **is to be submitted within two weeks of completion.**

4 **3. Activities Not Approved for Point Acquisition:**

- 5 a. Department Business/Meetings - If a department wishes to provide a workshop that
6 is beyond normal departmental business, it could apply under the "Workshop"
7 provision to the TIERC. Regular department business and meetings are not
8 applicable for points.
- 9 b. Repeat Activities - Under usual circumstances, repeat activities will not be
10 approved.
- 11 c. Curriculum Orientation - Waunakee School District curriculum orientation is the
12 responsibility of the teacher and school district and is not eligible for points.
- 13 d. Travel and Lodging – Travel and lodging itself will not be eligible for points.
- 14 e. Student Field Trips / School Group Trips - These activities are not eligible for
15 points.
- 16 f. Museums, Athletics, Concert Activities - Visits to museums; attendance at athletic
17 contests, public concerts, or similar activities are generally not applicable for point
18 acquisition.
- 19 g. Sports Clinics/Similar Activities - Working at sports clinics or similar activities are
20 not eligible for points.
- 21 h. Other Basic Information –
- 22 i. Activities, if taken for points, cannot take place during normal contract
23 hours unless the teacher uses a personal day. Personal days may not be used
24 on scheduled staff development days for the purpose of earning points.
- 25 ii. The teacher may not receive tuition or registration reimbursement by the
26 district. Points will be granted for the credits when paid for by the district
27 when it is a Board sponsored program.

28
29
30 **Article F - Teacher Incentives and Evaluation Review Committee (TIERC)**

31 **If a teacher's request for points is denied by their immediate supervisor, they may appeal the**
32 **decision by emailing the pertinent information to the District Superintendent and asking for their**
33 **review. A denial of a points request by the superintendent may be appealed** to TIERC for review
34 as per current guidelines or for possible addition or modification to the guidelines. The TIERC
35 shall consist of five members of the teaching staff and five administrators. The WTA President
36 and District Administrator will be part of the 10-member committee and will co-chair the

1 committee. The TIERC shall have the authority to hear and act on appeals related to point
 2 acquisition and review proposed local in-service activities for point acquisition. The authority of
 3 this committee does not extend beyond the above and it can act only within the definitions and
 4 framework of the salary schedule adopted through negotiations. The activities outlined in Article
 5 E entitled "Activities Eligible for Point Acquisition" shall serve as a guide for this committee.

6

7 **Article G – Professional Development Points Guidelines/Dates**

8 1. Dates of Importance

9 a. June 15 - June 14

10 The school year for professional development points

11 b. July 1

12 Transcripts, grade sheets or institutional verification of completion of courses or other
 13 activities completed by June 14th must be submitted to the District Administrator to be
 14 credited for the next contract year.

15 2. Leave or Sabbatical

16 Any teacher who requests a leave or sabbatical must negotiate the point values of any
 17 activities that will be engaged in while on the leave or sabbatical.

18 3. Application Timelines

19 c. College Credit - Pre-approval or by the end of the first week of class. Transcript,
 20 grade statement or institutional verification shall be forwarded to the District
 21 Administrator or his/her designee by the July 1st after the completion of the class
 22 unless the class is completed between June 15 and July 1, in which case the report
 23 shall be filed not later than July 1 of the following year.

24 d. Workshops/Conferences - Pre-approval by the District Administrator and
 25 verification of completion in writing by the staff member. This will be returned to
 26 the District Administrator's administrative assistant prior to June 30th.

27

28

29 **Article F – Summary of Points**

| Activities | Points |
|---------------------|--|
| Teaching Experience | For his/her first through fifth year of K-12 teaching experience = 400 points / year Other = 200 points / year |

| | |
|---|---|
| Approved college coursework — including technical colleges | For his/her first through fifth year of K-12 teaching experience = 60 points / credit Other= 120 points / credit |
| Masters' or Educational Specialist degree | 800 points |
| Doctoral degree or National Board Certification or | 1000 points |
| Wisconsin Master Educator (WMEAP) Certification | 1000 points |
| Approved activities: Clinics / conferences / conventions / workshops / local in-services / professional meetings / professional leadership / staff development activities (preparation—presenting) | For his/her first through fifth year of K-12 teaching experience = 4 points/hour; 2 points/½ hour Other= 8 points/hour; 4 points/½ hour |
| Evaluation teams / SEC | For his/her first through fifth year of K-12 teaching experience = 15 points Other= 30 points |
| Work experience | 1 point per hour ½ point per ½ hour |
| Ad hoc and district level committee participation (outside of one (1) regular department assignment) | Discretion of district administrator |
| Editing professional publications | 3 hours per article — maximum of 120 points per teacher |
| Writing for professional publication | 500 to 1000 words = 5 hours 1000 to 1500 words = 10 hours 1500+ words = 15 hours |
| Others | Discretion of district administrator |

- 1 **Part XI**
- 2 **CO-CURRICULAR SALARY SCHEDULE**
- 3
- 4 Article A - Schedule
- 5
- 6 Article B - Other Positions
- 7

The WCSD Teacher Compensation Review Committee respectfully submits for review by the members of the teachers employee group the revised educator compensation plan outlined below. The plan, if approved by the Board, would be implemented as of July 1, 2021. Salary increases resulting from implementation of the revised compensation plan would be reflected in educators' 2022/23 contract pay.

Goals of the proposed changes to the Teaching Staff Compensation System:

- *Objective* ⚖️
- *Predictable* 🕒
- *Equitable* ≈
- *System is fiscally sustainable* ♻️
- *Easy to understand and user friendly* ☐
- *Values both professional growth and experience* 📈

Components of the Teaching Staff Compensation System:

- **Base Wage Increase of CPI (Consumer Price Index)**
 - Status quo per post Act 10 requirements, % increase varies established by WERC, negotiated by WTA/district
- **Supplemental Pay (Year of Experience)**
 - Previously: embedded in Points System
 - Proposed change: established annual value of \$400 separate from points
- **Supplemental Pay (PD Points)**
 - Status quo: \$3 per point redeemed/dependant on points earned or banked
 - Proposed change: capped at \$750 annually
- ***Summary of Potential Increase:** CPI + \$400 for year of experience + up to \$750 for PD points
 - Range of recent CPI Increases: 2020 (1.81% = \$1,054), 2019 (2.44% = \$1385), 2016 (.12% = \$60), 2014 (1.46% = \$745)
 - Range of recent Supplemental Pay Increases: 2020 (partial step = \$900), 2019 (partial step = \$900), 2016 (full step = \$1500), 2014 (full step = \$1500)

| Previous Compensation System | Proposed Changes |
|---|---|
| <p>Year of Experience</p> <ul style="list-style-type: none"> ● Number of points earned for each year of experience varied, as it was dependant upon amount of experience: <ul style="list-style-type: none"> ○ 0-5 years = 400 pts ○ Greater than 5 years = 200 pts ● Points earned were a combination of PD and experience | <p>Year of Experience</p> <ul style="list-style-type: none"> ● All eligible teaching staff earn an annual \$400 salary increase for a year of experience ● Points will no longer be awarded for experience |
| <p>Professional Development Points</p> <ul style="list-style-type: none"> ● Number of points earned per hour of PD varied, as it was dependant upon amount of experience: <ul style="list-style-type: none"> ○ 0-5 years = 4pts/hr ○ Greater than 5 years = 8pts/hr | <p>Professional Development Points</p> <ul style="list-style-type: none"> ● All eligible* teaching staff earn the same number of points per hour of PD (*staff who are on an improvement plan are ineligible) ● 10pts/hr (easy calculation) |

The needs & time constraints of early career educators have been considered. Their mentor/advisor meetings can earn them up to 200 pts in their 1st year and 100 points in their 2nd/3rd year.

Set # of Points Required for Salary Increase

- 500 points needed (newly earned and/or banked) to earn a \$1500 salary increase;
 - the salary increase available in any given year may be less due to budget constraints and administration/BOE discretion (points redeemed to earn the salary increase would be adjusted accordingly)
 - If you didn't have 500 points, you didn't make any points advancement that year
 - 500 points were required for advancement; this meant 25 hrs (5 yrs exp.) or 37.5 hrs (more than 5 yrs exp.) of PD

No Set # of Points Required for Salary Increase

- No minimum number of points required. 1 point = \$3 of salary increase.
- "Earn as you go" salary increases, up to a maximum of \$750 (in addition to the experience increase), that would redeem 250 points (earned and/or banked).
- Salary increases could occur, but be less if an individual's available points are less than 250.
- To earn the maximum annual salary increase, 250 points are needed (newly earned or banked); this means 25 hours of PD

Double jumps for Advanced Degrees & Certificates

- The year a Master's Degree or National Board Certification was earned, educators were allowed a "double jump" by which they could move two steps in the current salary schedule. \$1500 raise in the year it's earned, using 500 points, additional points banked.

Degrees & Certificates:

- Masters Degree: 800 points
- Educational Specialist: 800 points
- Doctoral Degree: 1000 points
- *National Board Certificate: 1000 points
- *WI Master Educator Assessment Process: 1000 points
- *renewals were points-eligible: 1000 points*

Advanced Degrees & Certificates

- The year in which the advanced degree or certificate is credited, educators are permitted an **additional** professional development points raise, by using the points conferred for the degree or certificate Full points value raise is given in the year it's earned- details below.

Degrees & Certificates:

- Master's Degree: 800 points / \$2400 raise
- Educational Specialist: 800 points / \$2400
- Doctoral Degree: 1000 points / \$3000
- *National Board Certificate: 800 points / \$2400
- *WI Master Educator Assessment Process: 800 points / \$2400
- *renewals are points-eligible: 400 points / \$1200*

Inability to advance more than one step per year outside of earning an advanced degree

- No opportunity to redeem banked points beyond the annual step increase

Potential 5-Year Anniversary Points Redemption Raises

District promotes the growth and development of staff (and reduces the liability of banked points carried into the future) by honoring 5 year longevity raises:

| | |
|--|---|
| | <ul style="list-style-type: none"> • Upon the enactment of the new system, after 5 years of experience within the WCSD, and every 5-year interval afterwards, teachers with banked points, can redeem up to an additional 250 points for an additional \$750 salary increase |
| <p>Lack of Clarity for some types of PD</p> <ul style="list-style-type: none"> • Some types of professional development were not well defined in the handbook, especially those outside of Eduphoria | <p>Clarity for more types of PD</p> <ul style="list-style-type: none"> • Added language to handbook for points eligible activities to include the following: <ul style="list-style-type: none"> ○ Book studies (points for reading are now defined) ○ On-line Professional Learning: live or recorded webinars, on-demand courses, & virtual learning |
| <p>Calculation of Steps & Points Earned/Banked</p> <ul style="list-style-type: none"> • Steps and the salary at each level were defined in the handbook • Cumbersome record keeping and calculation | <p>Calculation of Steps & Points Earned/Banked</p> <ul style="list-style-type: none"> • Predefined salary steps no longer exist; individuals earn and redeem points at their own pace within the approved salary parameters • Starting base salary is the only predefined step • New electronic systems of points approval & calculation are being explored; the goal is to make it significantly more user-friendly. The plan is for it to work like a bank account that would reflect points earned and withdrawn in exchange for salary advancement. |

Examples:

In this example, annual base salary increases, which are calculated each year and will likely fluctuate, are based on past negotiated CPI percentages and teaching group sizes with an equal distribution. The WERC establishes the CPI annually.

- 2022-23 = \$1,054 (July 2020 CPI 1.81%)
- 2023-24 = \$1,385 (July 2019 CPI 2.44%)
- 2024-25 = \$1,183 (July 2018 CPI 2.13%)

| Example Educator #1 | 2022-23 | 2023-24 | 2024-25 |
|--|-------------------------|-------------------------|-------------------------|
| Consecutive years of WCSD service at end of year | 1 | 2 | 3 |
| Salary | \$42,592 (base salary) | \$44,796 | \$47,181 |
| Base salary increase (example of past years negotiated amount) | \$1054 | \$1385 | \$1183 |
| Work experience raise | \$400 | \$400 | \$400 |
| Professional development raise (\$750 max) | \$750 (250 points used) | \$600 (200 points used) | \$750 (250 points used) |
| Longevity raise (5 years increments) | \$0 | \$0 | \$0 |
| Advanced degree / certificate raise | \$0 | \$0 | \$0 |
| Total increase | \$2204 | \$2385 | \$2333 |
| Next year salary | \$44,796 | \$47,181 | \$49,514 |

**Educator #1 Start of Career Points Bank Example
Hired June, 2022**

| Description | Points Earned | Points Redeemed | Points Bank |
|---|----------------------|------------------------|--------------------|
| Starting points bank | | | 0 |
| Book study 9/22 3 hours | 30 | | 30 |
| Webinar 1 hour | 10 | | 40 |
| Eduphoria workshop 1 hour | 10 | | 50 |
| 22/23 work with New Teacher advisor 10 hours | 100 | | 150 |
| 22/23 work with New Teacher Mentor - 10 hours | 100 | | 250 |
| PD raise for 23/24 | | 250 | 0 |
| Teaching workshop 5 hours | 50 | | 50 |
| Book study 5 hours | 50 | | 100 |
| 23/24 work with New Teacher Mentor 10 hours | 100 | | 200 |
| PD raise for 24/25 | | 200 | 0 |
| 3 credit class | 450 | | 450 |
| Webinar 1 hour | 10 | | 460 |
| Book study - 5 hours | 50 | | 510 |
| 24/25 work with New Teacher Mentor 10 hours | 100 | | 610 |
| PD raise for 25/26 | | 250 | 360 |

| Example Educator #2 | 2022-23 | 2023-24 | 2024-25 |
|--|-------------------------|-------------------------|-------------------------|
| Consecutive years of WCSD service at end of year | 3 | 4 | 5 |
| Salary | \$48,592 | \$50,796 | \$53,331 |
| Base salary increase (example of past years negotiated amount) | \$1054 | \$1385 | \$1183 |
| Work experience raise | \$400 | \$400 | \$400 |
| Professional development raise (\$750 max) | \$750 (250 points used) | \$750 (250 points used) | \$750 (250 points used) |
| Longevity raise (5 years increments) | \$0 | \$0 | \$750 (250 points used) |
| Advanced degree / certificate raise | \$0 | \$0 | \$0 |
| Total increase | \$2204 | \$2535 | \$3083 |
| Next year salary | \$50,796 | \$53,331 | \$56,414 |

**Educator #2 Start of Career Points Bank Example
Hired July 2020**

| Description | Points Earned | Points Redeemed | Points Bank |
|---|----------------------|------------------------|--------------------|
| Starting points bank | | | 310 |
| Book study 9/22 3 hours | 30 | | 340 |
| Webinar 2 hour | 20 | | 360 |
| Eduphoria workshop 1 hour | 10 | | 370 |
| 22/23 work with New Teacher Mentor - 10 hours | 100 | | 470 |
| PD raise for 23/24 | | 250 | 220 |
| Teaching workshop 5 hours | 50 | | 270 |

| | | | |
|--------------------|-----|-----|-----|
| Book study 8 hours | 80 | | 350 |
| PD raise for 24/25 | | 250 | 150 |
| 3 credit class | 450 | | 600 |
| Webinar 1 hour | 10 | | 610 |
| PD raise for 25/26 | | 250 | 360 |
| Longevity Raise | | 250 | 110 |

| Example Educator #3 | 2022-23 | 2023-24 | 2024-25 |
|--|-------------------------|-------------------------|-------------------------------------|
| Consecutive years of WCSD service at end of year | 14 | 15 | 16 |
| Salary | \$58,278 | \$60,482 | \$63,767 |
| Base salary increase (example of past years negotiated amount) | \$1054 | \$1385 | \$1183 |
| Work experience raise | \$400 | \$400 | \$400 |
| Professional development raise (\$750 max) | \$750 (250 points used) | \$750 (250 points used) | \$750 (250 points used) |
| Longevity raise (5 years increments) | \$0 | \$750 (250 points used) | \$0 |
| Advanced degree / certificate raise | \$0 | \$0 | \$2400 (MS degree, 800 points used) |
| Total increase | \$2204 | \$3285 | \$4733 |
| Next year salary | \$60,482 | \$63,767 | \$68,500 |

Educator #3 Experienced Teacher Points Bank Example Hired June, 2008

| Description | Points Earned | Points Redeemed | Points Bank |
|---|----------------------|------------------------|--------------------|
| Starting points bank - Unused Bank Points from old system | | | 2200 |
| Dec 2022 3 credits | 450 | | 2650 |
| May 2023 3 credits | 450 | | 3100 |
| PD raise for 23/24 | | 250 | 2850 |
| December 2023 3 credits | 450 | | 3300 |
| May 2024 3 credits | 450 | | 3750 |
| PD raise for 24/25 | | 250 | 3500 |
| Longevity Raise 15th year | | 250 | 3250 |
| December 2024 3 credits | 450 | | 3700 |
| MS degree earned | 800 | | 4500 |
| MS raise for 25/26 | | 800 | 3700 |
| PD raise for 25/26 | | 250 | 3450 |

| Proposed System | | |
|----------------------------|--------------|-------------------------|
| CPI Cost | \$473,599.53 | \$371,397.98 |
| Year of Experience | | |
| \$400 / returning FTE | \$121,552.00 | \$129,748.00 |
| PD Points | | |
| Annual Max of \$750 | \$220,875.00 | \$243,277.50 |
| Less than 500* | \$4,500.00 | \$13,365.00 |
| Less than annual max** | \$2,214.00 | \$0.00 |
| Adv Degree / Cert | \$13,200.00 | \$2,400.00 |
| Longevity Redemption | | |
| 41 teachers / Max of \$750 | \$30,750.00 | \$28,500.00 38 teachers |

| SUMMARY | | |
|--|--------------|--------------|
| Proposed System Total Expense | \$866,690.53 | \$788,688.48 |
| Current System Annual Expense | 747,649.53 | 664,830.98 |
| Current System Deferred Expense | \$176,700.00 | \$194,622.00 |
| Difference | -\$57,659.00 | -\$70,764.50 |

| Points Bank | | |
|--------------------------------|----------------|--------------|
| End of year Total Points | 388,159.50 | |
| Ending Dollar Value | \$1,164,478.50 | |
| Experience Points not given | | |
| Yr 0-5 | 20,000 | 21,200 |
| Yr 6+ | 58,700 | 60,074 |
| Total | 78,700 | 81,274 |
| Points redeemed | | |
| Less than 500 | 1,500 | 4,455 |
| Less than annual max | 438 | 0 |
| Adv Degree / Cert *** | 1,100 | 300 |
| Longevity redemption | 10,250 | 9,500 |
| Total | 13,288 | 14,255 |
| Points Bank if new system used | | |
| End of year Total Points | 296,171.50 | 200,642.50 |
| Ending Dollar Value | \$888,514.50 | \$601,927.50 |
| Difference Total Points | 91,988.00 | |
| Difference Ending Dollar Value | \$275,964.00 | |

* not permitted a points raise in current system
 ** not permitted a points raise in current system, 250 pt not available
 *** different amount of points redeemed than current

| Current System | | | | |
|--|----------------|----------------|----------------|----------------|
| | 2019/2020 | 2020/2021 | | |
| CPI% | 2.44 | 1.81 | | |
| CPI \$ | \$1,385.28 | 1054 | | |
| Points Paid | \$900 | 900 | | |
| FTE | 343.88 | 353.37 | | |
| Current System Actual Cost | | | | |
| | 19/20 | 20/21 | | |
| CPI | \$473,599.53 | \$371,397.98 | | |
| Double jumps | \$9,000.00 | \$1,500.00 | | |
| \$900 points | \$265,050.00 | \$291,933.00 | | |
| Points Banked | \$176,700.00 | \$194,622.00 | | |
| Total Actual Cost | \$924,349.53 | \$859,452.98 | | |
| Actual Points Bank as of contract finalization | | | | |
| | 2017-18 | 2018-19 | 2019-20 | 2020-21 |
| Per Point Value | \$3.00 | \$3.00 | \$3.00 | \$3.00 |
| Total Banked Points | 334,953.50 | 372,787.00 | 388,159.50 | 434,464.65 |
| Total FTE Teachers with Banked Points | 302.3 | 312.68 | 305.04 | 328.55 |
| Average Banked Pointes per Teacher | 1,108.02 | 1192.23 | 1272.49 | 1,322.37 |
| Average Banked Points Value per Teacher | \$3,324.05 | \$3,576.70 | \$3,817.46 | 3,967.11 |
| Total Banked Points Value | \$1,004,860.50 | \$1,118,361.00 | \$1,164,478.50 | \$1,303,393.95 |