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# Educator Compensation Plan

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# Review of compensation video



# Board of Education approval

June 4, 2018

Move to approve the new educator compensation plan as presented. Information will be shared with educators about the plan during the 2018-2019 school year, with the 2019-2020 school year being the first year that salaries will be determined using the new plan.

APPROVED

# Board of Education approval

The career ladder will remain in place for determining salary increases for 2018-19

Other components of the career ladder (e.g. action research) will NOT be a requirement for 2018-19

# Salary increase examples

Illustrative annual increases:

- 2018-19\* - \$1,100
- 2019-20 - \$1,100
- 2020-21 - \$1,250
- 2021-22 - \$1,090



Retention incentives are not intended to fluctuate each year. Educators will receive \$2,000 after the completion of the 3rd & 10th year and \$1,000 after the completion of years 5, 15, 20, 25 etc. Retention incentive increases are added to contract pay the **following** year.

\*increase based on the career ladder

| <b>EDUCATOR #1</b>  | <b>2018-19</b>  | <b>2019-20</b>  | <b>2020-21</b>  | <b>2021-22</b>  |
|---|-----------------|-----------------|-----------------|-----------------|
| Consecutive years of SASD service at the conclusion of the year | 2               | 3               | 4               | 5               |
| Prior year salary   | \$45,500        | \$46,600        | \$47,700        | \$50,950        |
| Calculated annual increase (will fluctuate each year)           | \$1,100         | \$1,100         | \$1,250         | \$1,090         |
| Eligible retention incentive                                    | \$0             | \$0             | \$2,000         | \$0             |
| Total increase  | \$1,100         | \$1,100         | \$3,250         | \$1,090         |
| <b>Current year contract pay</b>                                | <b>\$46,600</b> | <b>\$47,700</b> | <b>\$50,950</b> | <b>\$52,040</b> |

| <b>EDUCATOR #2</b>  | <b>2018-19</b>  | <b>2019-20</b>  | <b>2020-21</b>  | <b>2021-22</b>  |
|---|-----------------|-----------------|-----------------|-----------------|
| Consecutive years of SASD service at the conclusion of the year | 13              | 14              | 15              | 16              |
| Prior year salary   | \$62,627        | \$63,727        | \$64,827        | \$66,077        |
| Calculated annual increase (will fluctuate each year)           | \$1,100         | \$1,100         | \$1,250         | \$1,090         |
| Eligible retention incentive                                    | \$0             | \$0             | \$0             | \$1,000         |
| Total increase  | \$1,100         | \$1,100         | \$1,250         | \$2,090         |
| <b>Current year contract pay</b>                                | <b>\$63,727</b> | <b>\$64,827</b> | <b>\$66,077</b> | <b>\$68,167</b> |

# FAQs beyond the video



**Q:** Why are retention incentive higher after completion of years three and ten compared to other years?

**A:** Data indicates that a greater number of educators leave the district after the completion of their 3rd and 10th year of teaching. Recognizing these professional transition periods, the retention incentives at the conclusion of the 3rd and 10th years will be higher.



# FAQs beyond the video



**Q:** Is it possible to establish a guaranteed annual contract pay increase amount?

**A:** Given the nature of school financing, the annual increase amounts will be calculated yearly based on available funds, SEA negotiations and after the allocation of retention incentives.

# FAQs beyond the video



**Q:** How long will this plan be in place?

**A:** We can't make any guarantees but the committee did recommend a minimum five-year commitment with the understanding that adjustments may need to be made based on implementation.

# Questions

