

Stoughton Area School District
Educator Compensation Plan
Proposed Compensation Framework – AS OF MAY 2018

The 2017/18 Stoughton Area School District Educator Compensation Committee respectfully submits for consideration by the Board of Education the revised educator compensation plan outlined below. The plan, if approved, would be implemented as of July 1, 2018. Salary increases resulting from implementation of the revised compensation plan would be reflected in educators' 2019/20 contract pay.

The proposed framework compensates educators using two components – **annual increases to contract pay** and **retention incentives**. All compensation for any given year is subject to the funds available to the district.

Contract Pay

Each educator's salary is comprised of two components: base and supplemental pay. Increase to base pay is determined annually during the negotiation process between the Stoughton School Board and Stoughton Education Association (SEA). Supplemental pay is additional compensation the board may distribute. This plan identifies an **annual increase** that includes both components. The intent of the committee is for all eligible educators to receive an equal dollar amount increase. Educators who meet the eligibility criteria outlined below will also receive a **retention increase** in addition to the Board-approved annual increase.

1. Annual Increase

An annual increase will be calculated yearly as an equal dollar amount for each educator based on funds available after distribution of retention incentives. The annual increase will be given to educators based on successful completion of professional responsibilities of the role, building and district as well as active, regular collaboration with colleagues that influences student achievement.

Educators on a performance improvement plan or receiving a 1 in any component in their evaluation at any time during the school year, are not eligible for increases and will be frozen at their current salary for the duration of the improvement plan. The educator becomes eligible again for an annual increase the year following release from the improvement plan.

Verification of Eligibility Criteria

It will be assumed that educators are meeting expectations and the onus is on administration to inform, work with educators and document if/when eligibility criteria expectations are not being met to a degree that it may impact the annual increase. It is the responsibility of each educator's supervising administrator to annually verify the attainment of the eligibility criteria. The supervising administrator will provide notice to the Director of Human Resources and Business regarding the issuance of an improvement plan.

2. Retention Incentive

In an effort to retain quality staff, educators will receive a retention incentive in addition to the annual increase at the completion of their 3rd, 5th, 10th, 15th and each subsequent 5-years in the district. All educators will transition into the system based on their current salary and their current number of consecutive years in the district. To address data that suggests tendencies to leave the district after completing 3 and 10 years, the amount for these incentives will be \$2000 and all other retention incentives (after 5, 15, 20, 25, etc.) will be \$1000.

Transition/Implementation

The Board of Education specified that the Career Ladder go through one full cycle so all educators had the opportunity to level over within that plan. With the anticipated passage of the new plan in spring 2018, the Career Ladder will expire on June 30, 2018 and the letter of the new plan will go into effect as of July 1, 2018. The last round of Career Ladder leveling meetings will move educators on the Career Ladder for 2018/19. The first annual increases and retention incentives earned within the parameters of the new compensation plan will be distributed at the conclusion of the 2018/19 year, in June 2019 with the commencement of the 2019/20 contracts.

Note: Additives currently being paid for extra-curriculars, existing leadership positions (department, block, grade-level chairs) and work team hours would remain in effect.

Examples:

In this example, annual increases, which are calculated each year and will likely fluctuate, are as follows:

- 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 and 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.

EDUCATOR #1	2018-19	2019-20	2020-21	2021-22
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 (example of annual increases, which may 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
Current Year Contract Pay	\$46,600	\$47,700	\$50,950	\$52,040

EDUCATOR #2	2018-19	2019-20	2020-21	2021-22
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 (example of annual increases, which may 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
Current Year Contract Pay	\$63,727	\$64,827	\$66,077	\$68,167