

TEACHER SALARY FRAMEWORK

School District of Westfield

OUR PERSPECTIVE

Our Values

The following values are core beliefs upon which our compensation plans are built.

1. The School District of Westfield is the educational employer of choice in south central Wisconsin. A combination of our working conditions, wages, and benefits help us attract, retain, and develop the best educational staff in south central Wisconsin.
2. The compensation package for the School District of Westfield blends what we value with what our community values. First and foremost, our compensation package will reward those who demonstrate competence with our primary job of enhancing student learning. In addition, the plan will...
 - remain fiscally responsible
 - be competitive
 - show no favoritism
 - recognize the expertise an employee brings into the organization
 - value the expertise staff has developed and is using to enhance our primary job
 - encourage all employees to learn, grow, and improve
 - provide many ways of honoring employee performance and demonstrate what we value
 - provide an employee in need of assistance with appropriate and timely support before dismissal
 - encourage staff to effectively collaborate with other professionals where appropriate
 - reward those who have demonstrated a positive effect on student learning
3. The School District of Westfield is a place with talented principals who excel as instructional leaders and as building managers. We will provide our principals with the best training possible to equip them with the needed knowledge, skills, and resources to help teachers improve their craft in order to enhance student learning.

COMPONENTS

Base Wages and the Consumer Price Index (CPI)

- Base wages will be negotiated up to the CPI maximum annually per state statute.
- All final settlements will have approval from the Board of Education.

Minimum Wage and Maximum Wage

- The current minimum wage is \$39,000.
- The current maximum wage is \$69,000.
- If changes are deemed necessary due to market comparables or results from a system review, approval from the Board of Education will be required.

Initial Placement of New Teachers

- Administration reserves the right to place new teachers in the level deemed appropriate after a review of the totality of circumstances (education, experience, licensure, market trends, performance, recommendations, etc.).

Part-Time Educators

- Part-time educators are eligible for wages representative of the ratio of their employment FTE.

Professional Excellence (Supplemental Wages)

- The table below details the amount that may be added as a supplemental wage each year for the employee that remains in “Good Standing” within Educator Effectiveness (Danielson Framework), including non-summative evaluation years.
- Summative evaluations will be completed every other year, or more frequently if necessary.
- “Good Standing” is defined as a minimum evaluation score average of 2.80 within each of the domains 1 through 4 of the Danielson Framework, with no component score of 1.
- Possible scores in the Danielson Framework are 4 (distinguished), 3 (proficient), 2 (basic), and 1 (unsatisfactory).
- Evaluation shall be completed by the building principal, or other designated administrator, and shall require approval of the District Administrator.
- A teacher not in “Good Standing” within Educator Effectiveness as of July 1st of a given year will be eligible for a base wage increase, but will NOT be eligible for a supplemental wage increase.
- The teacher will become eligible for a supplemental wage increase on July 1st following successful reinstatement of “Good Standing” within Educator Effectiveness and will NOT receive back pay.
- All final allocations will have approval from the Board of Education.

| Educator Effectiveness Average Score | Professional Excellence Amount |
|--------------------------------------|--------------------------------|
| < 2.80 | \$0 |
| 2.80 – 2.89 | \$500** |
| 2.90 – 2.99 | \$600 |
| 3.00 – 3.09 | \$700 |
| 3.10 – 3.19 | \$800 |
| 3.20 – 3.29 | \$900 |
| 3.30 – 3.39 | \$1,000 |
| 3.40 – 3.49 | \$1,100 |
| 3.50 – 3.59 | \$1,200 |

**The starting amount is budget dependent.

Performance

- A teacher under the direction of a “Corrective Action Plan” as of July 1st will have his/her entire wage (base and supplemental) frozen.
- The teacher will be eligible for a wage increase on July 1 following successful completion of the “Corrective Action Plan” and will NOT receive back pay.

Graduate/Continuing Education Credits

- 20% of the cost of graduate OR continuing education credits may be reimbursed.
- Reimbursement will only be issued with prior written approval of the credits (“Credit Approval Application” form on the District website), successful completion of the class with a grade report (a “B” grade or better), and proof of payment submitted to the District Office.

Graduate Degree Programs (including Master’s, Doctoral, and National Board Certification)

- \$8,500 may be added to the supplemental wage beginning September 1st following completion of an “ADMINISTRATIVE” graduate program with prior written approval of the program (“Graduate Degree Program Approval Application” form on the District website).
- \$4,250 may be added to the supplemental wage beginning September 1st following completion of a “CONTENT AREA” graduate program with prior written approval of the program (“Graduate Degree Program Approval Application” form on the District website).
- A maximum of \$12,750 may be credited for multiple graduate degree programs.

Licensure/Certification

- 100% of the cost of a licensure OR certification program may be reimbursed ONLY when the program is assigned by the District Administrator.
- Reimbursement will only be issued with prior written approval of the credits (“Credit Approval Application” form on the District website), successful completion of the class with a grade report (a “B” grade or better), and proof of payment submitted to the District Office.
- An amount consistent with this document and negotiated with the District Administrator may be added to the supplemental wage beginning September 1st following completion of the licensure/certification program.
- Liquidated damages may be assessed on a case by case basis.

Conferences/Workshops

- Dues and fees associated with District goals will be fully paid for by the District.
- Conferences and workshops must have prior approval from the Curriculum Director and/or District Administrator.
- Mileage and meals will be reimbursed according to District guidelines.

Committees

- Participation in committees is an expected professional duty.
- At times, per prior approval at administrative discretion, a committee participant may receive curriculum pay or snow hours.

REVIEW PROCEDURES

The Review

An assessment of the current framework will be conducted to determine impact and functionality on an annual basis. The review will be conducted by a district team under the leadership of the business manager. The assessment will consider...

- Sustainability – Can the current pay structure and benefits package be financially sustained for the next three years?
- Relevance – Does the framework still represent district values?
- Outcomes – Has the framework resulted in outcomes that represent the identified goals?

Current Committee Members

Personnel Committee of the School Board of Education

Bob Meicher (District Administrator)

Greg Benz (Business Manager)

David Briggs (Teacher)

Scott Toutant (Teacher)

Brooke Scott (Teacher)

Kristen McCartney (Teacher)

Approved: 4/15/2015

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