

# TEACHER SALARY COMPENSATION 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.

#### Minimum Wage and Maximum Wage

The current minimum wage is \$36,000. The current maximum wage is \$65,000. If changes are deemed necessary due to market comparables or results from a system review, approval from the board 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 1 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 1 following successful reinstatement of “Good Standing” within Educator Effectiveness. The teacher will not receive back pay. **ALL FINAL ALLOCATIONS WILL HAVE APPROVAL FROM THE BOARD.**

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
3.60 – 3.69	\$1,300

\*\*The starting amount is budget dependent.

### Performance

A teacher under the direction of a “Corrective Action Plan” as of July 1 of a given year 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.” The teacher will not receive back pay.

### Licensure/Certification

100% of the tuition will be reimbursed for licensure/certification in areas of district priority per administrative discretion. Liquidated damages may be assessed on a case by case basis. An amount up to \$4,500 (based on 18 credits) may be added to the supplemental wage. Reimbursement will only be issued with prior written approval of the credits, successful completion of the class with a grade report (a “B” grade or better) and proof of payment submitted to the district office.

### Master’s Degree

20% of the tuition will be reimbursed for a district approved master’s degree program. \$8,500 (district priority leading to a new licensure), \$4,250 (current content area), or \$2,125 (other) may be added to supplemental wage upon completion of the program. Reimbursement will only be issued with prior written approval of the credits, successful completion of the class with a grade report (a “B” grade or better), and proof of payment submitted to the district office.

### Doctoral Degree/National Board Certification

Salary compensation and/or reimbursement will be determined on a case by case basis for teachers interested in a doctoral degree program or National Board Certification. Reimbursement will only be issued with prior written approval of the credits, successful completion of the class with a grade report (a “B” grade or better), and proof of payment submitted to the district office.

### Credits

20% of the cost of graduate or continuing education credits will be reimbursed. Reimbursement will only be issued with prior written approval of the credits, successful completion of the class with a grade report (a “B” grade or better), and proof of payment submitted to the district office.

### 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)

Andrew Saloun (Business Manager)

David Briggs (Teacher)

Chris Raines (Teacher)

Scott Toutant (Teacher)

Brooke Scott (Teacher)

Kristen McCartney (Teacher)

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