

**Reedsburg School District Compensation 2016-17 ~ Approved ~ 05/16/16**

<b>SDR Teacher 1</b>	<b>SDR Teacher 2</b>	<b>SDR Teacher 3</b>	<b>SDR Teacher 4</b>
Teacher must hold an active/current Initial Educator, Professional Educator, or Master Educator License.	Teacher must hold an active/current Professional Educator or Master Educator License.	Teacher must hold an active/current Professional Educator or Master Educator License. Also, a pre-approved Master's Degree, or satisfactory completion of a pre-approved Action Research project is required.	Teacher must hold an active/current Professional Educator or Master Educator license. Also, a PhD is required, or the teacher must obtain a Master's Degree <b>plus</b> either NBPTS or WMEAP certification.
190-Day Contract (see comment #10, a)	190-Day Contract (see comment #10, a)	190-Day Contract (see comment #10, a)	190-Day Contract (see comment #10, a)
First 5 years of successful* teaching in Reedsburg (* see comment #7)	No sooner than after 5 consecutive years of successful* teaching in Reedsburg (* see comment #7)	No sooner than after 12 consecutive years of successful* teaching in Reedsburg (* see comment #7)	No sooner than after 12 years of teaching experience, including at least 5 consecutive years of successful* teaching in Reedsburg (* see comment #7)
Minimum Salary: \$40,000	Minimum Salary: \$50,000  Additional Salary: \$2,000 (minimum) increase beginning the school year following the completion of a pre-approved Master's Degree (see comment #8)	Minimum Salary: \$65,000	Additional Salary: \$5,000 Whatever the teacher's salary is without National Board certification, will be increased by \$5,000. <i>(This does not necessarily mean \$70,000.)</i>
<b>Additional information contained on the following pages.</b>			

Additional information:

- 1.) At the discretion of administration, a teacher who is designated as an Initial Educator, any teacher on a Plan of Improvement, or any teacher who is new to the district may be assigned up to five (5) additional work days and/or additional work sessions designed to prepare and support a successful experience for the teacher, our students and the district.
- 2.) Teachers new to the district will be assigned a mentor for a minimum of one (1) year.
- 3.) The District may, at its sole discretion, assign a salary greater than the minimum for the assigned employment category.
- 4.) The district may approve salary increases that reflect Total Base Wage negotiations, Board approved supplemental pay, and/or a one-time stipend. These increases may be provided on either a recurring or non-recurring basis.
- 5.) Placement into a new employment category resulting from a teacher providing the district with evidence of the successful completion of any/all necessary requirements will begin the following school year.
- 6.) Unless otherwise approved, all Professional Development requirements are met outside of the student day. The District will prescribe some of these requirements, and others will be chosen by each individual teacher, based on his/her developmental needs/interests, and/or the needs of the district.
- 7.) “Successful Teaching” is defined as: A district administrator confirms that the teacher has developed (pre-approved) and carried out (confirmed completion of) the essential elements of a plan of Professional Development, and the teacher has not been placed on a Plan of Improvement.
- 8.) For purposes of employment category designation and/or district-provided compensation, the teacher must apply for and receive prior approval to pursue and obtain:
  - a.) a Master’s Degree;
  - b.) a PhD;
  - c.) National Board for Professional Teaching Standards (NBPTS) certification; or
  - d.) Wisconsin Master Educator Assessment Process (WMEAP) certification.

*Note:* Once obtained, the teacher is responsible for keeping DPI-issued license(s) current, or risk non-renewal.

- 9.) In migrating current staff to this new model, a Master's Degree that was previously obtained will count toward placement into one of the new employment categories, if all of the following conditions are true:
- a.) The teacher worked for the School District of Reedsburg as a contracted teacher during the 2014-15 school year;
  - b.) The Master's Degree was obtained prior to the start of the 2015-16 school year; and
  - c.) The Master's Degree was previously applied to the teacher's placement on the District's ("old") salary schedule.
- 10.) Handbook changes may include:
- a.) No Paid holidays (resulting in the addition of three work days for each teacher);
  - b.) Consideration of alternative time off (reinstate the option to purchase additional Personal Leave day(s), for example);
  - c.) Increased opportunities for the district and individual teachers to enter into negotiated supplemental agreements for the purpose of advancing the work of the district;
  - d.) WMEAP certification is only available to those teachers for whom NBPTS certification is not an option;
  - e.) Increased responsibility and compensation for serving as a mentor;
  - f.) Certain elements of compensation will be prorated for teachers working less than full-time;
  - g.) Elimination of Long Term Care;
  - h.) Other elements of this summary;
  - i.) other(s), as determined by the District.

## **SDR Teacher 1**

- 190-day base contract.
- Beyond the base contract, at the discretion of the administration, teachers new to the teaching profession and/or to the district will serve up to five additional days.
- Annually, each teacher develops and completes a plan of Professional Development, subject to administrative approval.
  - Plan will include a number of non-student days, some prescribed by the district and others chosen by each teacher.
- 2016-17 salary will not be less than \$40,000
  - The district may, in its sole discretion, determine a different (greater) salary through supplemental pay, if it is determined that the person/position warrants (“hard to fill position”, previous experience, additional certification, etc.), or if the employee has an advanced degree relevant to the assigned position.

## **SDR Teacher 2**

- 190-day base contract starting no sooner than after five years of successful teaching experience in the Reedsburg School District
- Beyond the base contract, at the discretion of the administration, teachers new to the teaching profession and/or to the district will serve up to five additional days.
- Annually, each teacher develops and completes a plan of Professional Development, subject to administrative approval.
  - Plan will include a number of non-student days, some prescribed by the district and others chosen by each teacher.
- 2016-17 salary will not be less than \$50,000 (BS Degree), or \$52,000 ( pre-approved MS Degree).
  - District may, in its sole discretion, determine a different (greater) salary through supplemental pay, if it is determined that the person/position warrants (“hard to fill position”, previous experience, additional certification, etc.), or if the employee has an advanced degree relevant to the assigned position.

### **SDR Teacher 3**

- 190-day base contract starting no sooner than after 12 consecutive years of successful teaching experience in the Reedsburg School District
- To qualify for inclusion in this category, the teacher must have either a pre-approved Master's Degree relevant to the work that is being performed, or satisfactorily complete a pre-approved Action Research project relevant to the work of the District, and the result of that work becomes the property of the District.
- Beyond the base contract, at the discretion of the administration, teachers new to the teaching profession and/or to the district will serve up to five additional days.
- Annually, each teacher develops and completes a plan of Professional Development, subject to administrative approval.
  - Plan will include a number of non-student days, some prescribed by the district and others chosen by each teacher.
- 2016-17 salary will not be less than \$65,000
  - District may, in its sole discretion, determine a different (greater) salary through supplemental pay, if it is determined that the person/position warrants ("hard to fill position", previous experience, additional certification, etc.), or if the employee has an advanced degree relevant to the assigned position.

### **SDR Teacher 4**

- 190-day base contract, starting no sooner than after 12 years of teaching experience, including at least 5 consecutive years of successful\* teaching in the Reedsburg School District
- For purposes of additional compensation, must apply for, receive prior approval to pursue, and successfully obtain and retain either:
  - PhD in content significantly related to the work assigned by the district; or
  - Relevant Master's Degree , plus
    - National Board certification (NBPTS); or
    - Certification through the Wisconsin Master Educator Assessment Process (WMEAP)
- Annually, each teacher develops and completes a plan of Professional Development, subject to administrative approval.
  - Plan will include a number of non-student days, some prescribed by the district and others chosen by each teacher.
- The SDR Teacher 4 will receive an additional salary of \$5,000.
  - District may, in its sole discretion, determine a different (greater) salary through supplemental pay, if it is determined that the person/position warrants ("hard to fill position", previous experience, additional certification, etc.).