

Summary of Final Proposed Compensation Plan

Following a vote of our staff with over 77% support, our Licensed Compensation Committee, in consultation with our District Administration and the Superintendent, has decided to formally recommend the Board of Education to adopt our new Licensed Compensation System outlined below. We have made some minor recommendations based on feedback received by our staff during the week of February 5, 2024.

Those recommendations are summarized below and are captured in the overall summary that follows:

- The retirement track has been extended to a period of up to four years. Again, this is an application process and still will be based on approval of the principal and the superintendent in the first year. It is not guaranteed to be approved to any employee who applies for it. It will be based on the action plan submitted along with the application that shows the contribution the employee will make during the retirement track during that time period in leaving their legacy.
- Due to the nature of the job and the access to the opportunities for advancement outlined in the point structure, Special Service Providers have been removed from this plan and returned to a traditional salary scale based on experience to remain competitive in this market. Similar action was taken in Durango to remove this group from their plan and after consultation with this employee group and our licensed compensation committee, we determined it best to do the same.
- Employees currently in the district in their first five years of service will be placed at a minimum on the step corresponding to their year of service in the district. In other words, if you are a third-year teacher next year, you will be placed at step 3 in Phase one of the salary scale. Fourth year teachers will be placed at step 4, etc. If your placement is higher based on your degree, that placement will remain. However, New staff for next year will still be placed using the system outlined in the document below.

New letters are being issued early next week to confirm placement under the new system. We also wanted to clarify some misinformation that was evident in some of the comments:

- This plan DOES NOT require a mill levy to be sustainable. A review of this plan by our Finance Advisory Committee on Tuesday, February 20 has certified it to be sustainable with a board commitment of 81% of funds moving forward to salaries in the budget. If the community were to approve a mill levy, the salary base could be improved in this scale, but a mill levy is not required to sustain the scale as presented.
- An employee does not require 100 points to be earned per year but will need to acquire a 100 points to move on the scale once in phase 2 of the salary scale. For some employees based upon their involvement in voluntary or required activities associated with their assignment, that could take two, three, or four years. Such movement still exceeds the movement granted in the previous system.

- Unlike prior systems, the board does not need to approve movement. When an employee earns 100 points in phase 2, the movement will be granted at the start of the next school year. Similarly, employees in Phase 1 automatically move in upon returning to the district and do not need to wait for board approval. An employee, barring a financial crisis at the state level where school districts across the state are cut funding and a fiscal crisis is declared, will never be denied movement.

Our compensation committee set out to accomplish the following outcomes:

- Develop and adopt a compensation system that is better for all licensed staff, wherever they are in their careers. Under this system, employees will earn more compensation over their careers than under the previous system.
- Develop and adopt a compensation system that puts the district in a more competitive position with our neighboring districts, while putting us in a position to seek voter support for further investment in our staff compensation plan.
- Develop and adopt a compensation system that empowers employees to advance based on their own contributions to their school, their district, and their community.
- Develop and adopt a compensation system that is sustainable and guaranteed barring a major crisis in the state regarding school funding.

Currently, the scale being proposed for licensed teachers is below:

Phase 1	Step 1	\$ 43,000.00	Phase 1: Individuals who are in this segment of the salary scale move annually based on returning to the district. Teachers in this phase can begin to bank points for movement in Phase 2 but do not require points for movement in this phase of the salary scale.
	Step 2	\$ 44,000.00	
	Step 3	\$ 45,000.00	
	Step 4	\$ 46,000.00	
	Step 5	\$ 47,000.00	
Phase 2	Step 6	\$ 48,000.00	Phase 2: Individual in this phase of the salary scale move based upon contribution to the school/district and personal development. Employees who earn a certain number of points move to the next cell. The list of activities whereby teachers can earn points shall be determined through a collaborative process. Point values will take into account the amount of time required to complete the additional task for which the employee has volunteered. Examples could include but are not limited to: Participating in a leadership role, mentoring or supporting new staff, participation on district level work group or committee, participation in voluntary professional development or college coursework pre-approved, etc.
	Step 7	\$ 51,500.00	
	Step 8	\$ 55,000.00	
	Step 9	\$ 58,500.00	
	Step 10	\$ 62,000.00	
	Step 11	\$ 65,500.00	
	Step 12	\$ 69,000.00	
	Step 13	\$ 72,500.00	
	Step 14	\$ 76,000.00	
Phase 3	Step A	\$ 83,000.00	Retirement Track: This track recognizes the contribution of individuals over the years and provides them an opportunity to leave a legacy while providing notice of their pending retirement.
	Step B	\$ 84,000.00	
	Step C	\$ 85,000.00	
	Step D	\$ 86,000.00	

Movement from Phase 1 into Phase 2 is automatic upon renewal of a contract for the next year up to \$48,000 annual salary. Points earned during this 6-year period can be accumulated and come into play when a person crosses into the Phase 2 scale. Movement in all phases will only occur at the beginning of the next school year.

An alternate scale has been developed for Special Educators and individuals seeking licensure as a Special Service Provider. An additional scale has been developed for Special Service Providers that include licensed counselor, social workers, psychologists, and other licensed therapists. Those scales are attached.

In Phase 2, staff will move based on the acquisition of 100 points. Again, movement is granted at the start of the school year only. If an employee earns more than 100 points, the remaining balance will apply to the next earned movement. Points will be earned based on staff engagement in a variety of areas. The categories that will impact movement are as follows:

- Leadership
- Knowledge and Skills
- Certification
- Performance
- Community Involvement
- Committee Work
- Club Sponsorship

Points will be assigned using the metric of three (3) hours of involvement equals one (1) point in the compensation system. For each event, a number of hours of direct engagement will need to be confirmed and certified by the supervising administrator. This includes direct and indirect hours of involvement in the event. (i.e., A Building Leadership Team may meet for 12 hours annually with administration, and then have 8 additional hours of follow up with their team or department. That would be a total of 20 hours of engagement in the activity which results in 5 points.)

Employees will be granted 25 points for each year they return. This will begin with the completion of the 2024-25 school year. An employee that takes no professional development, serves on no committees, does not perform at high levels, and participates in no leadership opportunity during a four-year period of time, will progress \$3,500 on the salary scale every four years, or \$291.67/month. Currently, the existing salary scale shows a movement of \$834/year, roughly \$69.50/month. (\$3,336/4 year period) It is important to note that movement on the current scale has not been guaranteed and has been based on a recommendation made by administration and approval by the board.

PLACEMENT INTO THE SYSTEM FOR CURRENT EMPLOYEES

Employees will receive a \$3000 raise in the 2024-25 school year. For employees that fall within \$500 of a cell on the new scale, they will be seated cleanly into a cell. For employees that fall in the middle of a step with a differential greater than \$500 (which will be most), they will be required to earn proportional points to move to the next step. This will require greater record keeping during the initial years of implementation as each individual will require different

number of points for their next move. It does however appear to be a more equitable approach for all employees.

Employees in Phase I will be placed cleanly in a cell as those employees will be automatically moved during their first five years of service. For employees who are currently employed in the district, they will be placed in the step corresponding to their year of service in the district in phase 1-6. If their prior placement based on their education and credits necessitates a higher placement, that placement will trump this procedure. For example. A first year teacher this year returning next year will be placed at step 2, a second year teacher this year returning next year will be placed at step 3, a third year teacher this year returning next year will be placed at step 4, and a fourth year teacher this year returning next year will be placed at step 5. A fifth year teacher this year returning next year will automatically be placed at step 6 and enter phase 2 of the salary scale.

	Current Placement	Current Salary 23-24	New Salary 24-25	Points to next move	Next Step
Example 1	Step 8 - BA+40	\$49,613	\$52,613	68 pts	\$55,000
Example 2	Step 10 - MA+0	\$52,835	\$55,835	76 pts	\$58,500
Example 3	Step 15 - BA+30	\$55,089	\$58,089	11 pts	\$58,500
Example 4	Step 24 - MA+15	\$65,537	\$68,537	13 pts	\$69,000
Example 5	Step 30 - MA+30	\$71,567	\$74,567	41 pts	\$76,000

RETIREMENT TRACK

During the first year of implementation, the district will make the retirement track available to staff who meet the following qualification:

- Minimum of 5 years of service in Elizabeth School District
- Employee must be eligible to retire at the end of the term of the retirement track granted as certified by PERA.
- Employee must have a proficient evaluation completed over the prior three years of employment in ESD.

An employee can make an application for a 1-, 2-, 3-, or 4- year retirement track. In the first year, the employee will seek approval of both the principal and the superintendent to participate in the retirement track. The plan will include how they intend to leave their legacy during their retirement track period.

An employee who is eligible to retire may include one year as a transition year. During a transition year, the employee earns both their retirement and the salary for working their final year. This year will not impact the Highest Average Salary (HAS) for retirement earnings calculations. If an employee enters the retirement track and then encounters a life challenge

that prevents retirement, they may withdraw from the track, return to their placement on the scale, and be eligible for the remaining years left in the retirement track at a later date.

PROPOSED PLACEMENT RULES FOR NEW STAFF STARTING JULY 1, 2024

For staff hired into the district during the first year of implementation, the existing salary scale will be maintained with \$3000 added to each cell. New employees will be placed on this scale based on their level of education and experience, and then moved to the closest cell available using rounding (↑↓) on the new salary scale. Staff new to the profession will be placed on Phase 1, Step 1.

SPECIAL EDUCATION

Special Education teachers in the district will operate under all the same guidelines above but will follow the salary scale below. This salary scale is aligned to be more competitive with similar scales in neighboring districts based on the shortage of individuals in these areas of certification.

Phase 1	Step 1	\$ 52,000.00	Phase 1: Individuals who are in this segment of the salary scale move annually based on returning to the district. Special educators/TTE's in this phase can begin to bank points for movement in Phase 2 but do not require points for movement in this phase of the salary scale.
	Step 2	\$ 53,000.00	
	Step 3	\$ 54,000.00	
	Step 4	\$ 55,000.00	
	Step 5	\$ 56,000.00	
Phase 2	Step 6	\$ 57,000.00	Phase 2: Individuals in this phase of the salary scale move based upon contribution to the school/district and personal development. Employees who earn a certain number of points move to the next cell. The list of activities whereby teachers can earn points shall be determined through a collaborative process. Point values will take into account the amount of time required to complete the additional task for which the employee has volunteered. Examples could include but are not limited to: Participating in a leadership role, mentoring or supporting new staff, participation on district level work group or committee, participation in voluntary professional development or college coursework pre-approved, etc.
	Step 7	\$ 60,500.00	
	Step 8	\$ 64,000.00	
	Step 9	\$ 67,500.00	
	Step 10	\$ 71,000.00	
	Step 11	\$ 74,500.00	
	Step 12	\$ 78,000.00	
	Step 13	\$ 81,500.00	
	Step 14	\$ 85,000.00	
Phase 3	Step A	\$ 92,000.00	Retirement Track: This track recognizes the contribution of individuals over the years and provides them an opportunity to leave a legacy while providing notice of their pending retirement.
	Step B	\$ 93,000.00	
	Step C	\$ 94,000.00	
	Step D	\$ 95,000.00	

