

Article 7: Professional Compensation

A. Compensation Model

1. Definitions

- a. Eligibility for Salary Increase: The FWCS Evaluation system ("FWCS System of Support") assigns all teaching professionals each year one of four ratings:
 - i. Highly Effective;
 - ii. Effective;
 - iii. Improvement Necessary;
 - iv. Ineffective.

Only those teachers who receive a Final Rating of Highly Effective or Effective and who do not negatively affect student achievement and growth are eligible for salary increases.

- b. Final Rating: A teacher's Final Rating consists of the final summative observational score and the application of student data.
- c. Base Salary: The salary of a teacher which continues from year to year absent a change in employment status.
- d. Stipend: A single lump sum payment which does not continue and which does not become part of the Base Salary.
- e. Index: A salary payment included in pay for additional duties, responsibilities or other reasons; an index may be a flat amount or be a percentage of the beginning teacher base.

2. Use of Statutory Factors

- a. Education and Experience: Education and experience as defined by law are not directly used to determine pay increases for teachers.
- b. Evaluation: The FWCS System of Support (the FWCS evaluation system) uses the RISE rubric and student data to place teachers in one of the required four categories, and involves both frequent classroom involvement by observers and ongoing training in the rubric; along with the Academic Needs of Students, it is the primary determinant of Base Salary.
- c. Academic Needs of Students: In order to compete in the marketplace for quality educators, the Plan allows for flexibility in determining base salary for new hires and for hard-to-fill positions. In addition, this Plan provides a salary makeup to base salary for eligible teachers whose salaries were frozen due to changes in Indiana law while new hires were offered a competitive salary in many cases higher

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than similarly existing teaching staff. This makeup is required to minimize loss of teaching staff to other school corporations in order to meet the academic needs of students.

3. General

- a. Fort Wayne Community Schools shall make the annual Indiana State Teachers' Retirement Fund contribution of 3 percent for all teachers in the bargaining unit covered by this Master Contract.
- b. All participants in the High Deductible Health Plan shall be given an HSA contribution, made quarterly and prorated, of a maximum of \$1000 single plan and \$2000 for all other plans for plan years 2016 and 2017.
- c. The individual teacher is responsible for keeping licenses current and renewed when due, and for securing proper certification of outside teaching experience, military service, and cumulative sick leave for submission to the Human Resources department.

B. Teacher Starting Salaries

Teachers who hold the Occupational Specialist Certificate (I, II, or III) with less than 12 semester hours of approved vocational teacher education course work or equivalent, \$30,000.

Teachers who hold the Occupational Specialist Certificate (I, II, or III) with 12 or more semester hours of approved vocational teacher education course work or equivalent, \$32,500.

Teachers with a bachelor's degree and four years of training and a valid provisional, professional, standard license or equivalent, \$37,000.

Teachers with a master's degree (State Rule No. 34 for those who were qualified prior to June 1, 1947) and a valid provisional, professional, standard license, or equivalent, \$41,000.

Teachers new to the district with prior teaching experience shall receive a starting salary up to a comparable, in the opinion of the Superintendent or designee, to current teaching employees with similar experience.

New hires in hard to fill positions may receive a salary or other recruiting compensation in an amount determined by the Superintendent or designee, if possible, to incent the hire to stay for at least three years, after consultation with the Association in the Joint Communications Committee.

C. Salary Range

The salary range for teachers other than Occupational Specialists is \$37,000 to \$70,000.

D. Base Salary Increases for 2015-16 and 2016-17

1. 2015-16:
Move eligible teachers with salaries below the average as of August 18, 2015, for those with comparable experience to the average, with a minimum of 1%; eligible teachers at or above the average, 1%.
2. 2016-17:
1% for eligible teachers.
3. The eligible teacher must be on active payroll or leave of absence during the bi-weekly pay period when FWCS pays the retroactive increase.
4. This offer is contingent on TIF Funding.

E. Stipend for 2015-16 and 2016-17

FWCS has received a grant known as a "Teacher Incentive Fund" grant, or "TIF" grant, which allows, among other things, stipends to be paid to teachers under certain circumstances. The grant funds stipends as follows:

1. Eligibility: Otherwise eligible teachers must have been paid at least 120 days in the year of the evaluation; and be either in active employment status on the first school day in September in the year of payment or, for school years 2015-16 and 2016-17, have begun drawing Indiana teacher retirement benefits.

Amount:

School Year 2015-16:	Effective: \$2000
	Highly Effective: \$2500
School Year 2016-17:	Effective: \$2000
	Highly Effective: \$2500

2. Contingency: Payment for school years 2015-16 and 2016-17 is contingent upon grant renewal.
3. Form of Payment: All payment under this Agreement will be in the form of lump sum stipends paid within 45 days of finalization of the prior year teacher evaluation process, including student data; the payment is subject to all required taxes and withholding.

F. Total Funding for Compensation Model 2015-17

Funding from all sources, not including benefits or wage related fringes, will be \$13,155,360.

G. Separate Pay

1. All teachers, regardless of assignment, are expected to carry a normal teaching load. Any exceptions must be requested in writing by the principal and approved by the Superintendent.

2. Lead Teachers

a. The district prepares all lead teacher job descriptions. Corporation wide the lead teacher job descriptions shall be provided to the Association and discussion may be requested. Building-level team leader job descriptions shall be provided to the building representative and discussion may be requested. The job descriptions shall be reviewed by the Joint Discussion Committee. A copy of the job description shall be attached to any postings.

b. Middle schools may choose to appoint lead teachers.

Lead teacher assignment pay in middle schools shall be \$3,050.

c. Lead teachers in the senior high schools shall receive additional compensation in excess of their base salary of \$3,050.

One or more lead teachers may be provided for each elementary school.

3. If separate pay is to be divided between two or more individuals, it must be divided into 50% increments. The agreement dividing the separate pay shall be in writing and signed by all parties involved, including the unit head and head position if the position involves an assistant. Copies of the agreement shall be given to the FWCS Human Resources department with a copy to the Joint Communications Committee.

4. Lead teachers in the Vocational and Continuing Education (VACE) program, if appointed, shall receive additional compensation of \$3,050.

5. Any teacher required to travel as a regular practice to two buildings per day, including work-oriented study and community-based teachers, in his/her teaching assignment shall receive an additional \$2,050. Cooperative training teachers working out of high schools shall receive \$2,050. Those working out of the Career Center and also teachers traveling to more than two buildings on a regular basis shall be compensated \$3,050. The amount will be prorated at the rate of one-fifth of the total amount for each day of the week in which the teacher travels. The travel pay shall be paid through payroll