



**MILWAUKEE
PUBLIC SCHOOLS**

OFFICE OF HUMAN CAPITAL
BENEFITS AND RETIREMENT SERVICES
5225 West Vliet Street
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Milwaukee, Wisconsin 53201-2181

Teacher Compensation: Frequently Asked Questions

1. How was this compensation plan developed?

Beginning in February 2014, representatives from the MPS Administration met with MTEA teachers and staff to discuss ways to reform MPS's teacher compensation system. Through a series of collaborative meetings, a new teacher compensation structure was designed that will provide a framework for teacher salary progression in the coming years.

2. Will anyone have a lower total compensation as a result of the move to the new salary structure?

No. All teachers will receive a new salary placement which will be at least \$450 higher than his or her current salary.

3. Was this the result of bargaining?

The current plan was developed in consultation with representatives from the MTEA. However, in accordance with the requirements of the Municipal Employee Relations Act (Wis. Stat. §111.70 *et seq.*), these sessions did not constitute bargaining. Rather, the purpose of these meetings was to obtain input from representatives of employees for the purpose of creating a sustainable compensation system that would aid MPS in its goal to recruit and retain a high quality teaching staff.

4. Does this plan alter future bargaining between the MTEA and the Board?

Both the Board of Education and the MTEA retain the responsibility and right to bargain annually over base wages, under current collective bargaining laws.

5. Why move to a new salary structure?

There are a number of reasons that necessitate moving towards a new compensation system. The traditional salary schedule (i.e. lanes and steps) compensated teachers based on two criteria, educational attainment and years of service. A significant amount of wage increases were tied to pay related to lane movement which required a financial investment by the individual teacher. A large percentage of teachers are under the PI34 licensing, which no longer requires teachers to continue to invest in credits to retain their teaching license. Recent increases in the starting teacher salary resulted in several years of teachers having the same salaries as new teachers. Also MPS has a need to create more predictable annual budgets. This was balanced with the desire to recognize attainment of professional degrees and, therefore, additional pay opportunities were created to recognize obtaining master's degree, Doctorate degrees, and NBPTS Certification/Master Educator license.

6. If there are no lanes for credits and degrees, how will I get credit for my lane placement salary?

Teachers who have not previously received credit for a Master's degree or who earn a new master's degree must submit required documentation (i.e. an official transcript indicating that the degree has been confirmed) to Office of Human Capital. The teacher will then receive a \$3,000 pay increase. Teachers who do not submit the required documentation by September 30, 2014 or who earn a degree after September 30, may submit the required documentation by January 30, 2015, and receive a prorated amount for the remainder of the school year.

Teachers who are currently being paid for a Master's degree or higher lane placement on the former teacher salary schedule (i.e. Lanes C, D, or E) have already received credit for their Master's degree in their current salary.

7. How will I know what my new salary will be under the new salary structure?

Each teacher will receive an individual letter that states his or her current salary and salary for the 2014-2015 school year. Teachers will receive a salary letter via email Tuesday August 26, 2014.

For those teachers who already have a Master's degree, qualifying additional licensure and/or National Board of Professional Teaching Standards (NBPTS) certification, the salary letter will include confirmation that the teacher will receive the additional pay.

If you do not have credited for an additional degree or certification (e.g. it is not listed on your individual salary letter), please submit evidence of advanced degrees/certifications to Office of Human Capital by September 30, 2014.

8. What does the pay structure look like and how will movement occur?

Below is a chart that summarizes the proposed pay structure. Each level represents a benchmark range and in FY15, teachers will be placed at a salary that may be an increment between each level. One placed, on an annual basis, the Board will establish the amount of funds available to provide increases to teachers across the salary schedule. The salary schedule proposed below includes \$1,000/year increases for teachers in the "New Teacher" range, a \$4,000 increase for teachers moving from the "New Teacher" to the "Career Teacher" range, and \$1,500 increases per year for teachers in the "Career Teacher" range, which are represented by the below bi-annual levels.

New Teacher		Career Teacher	
1	\$41,200	1	\$47,200
2	\$42,200	2	\$50,200
3	\$43,200	3	\$53,200
4	\$44,200	4	\$56,200
5	\$45,200	5	\$59,200
		6	\$62,200
		7	\$65,200
		8	\$68,200
		9	\$71,200
		10	\$74,500

9. Are there any opportunities for additional pay?

Yes. In addition to the stated salary schedule, teachers may be eligible for additional pay:

DEGREE/CERTIFICATION	
Master's degree (education related)/OR	\$3,000
Additional certification (high need area)	\$2,000
Ph.D./Ed.D. (education related)	\$1,165
NBPTS Cert./Master Educator	\$2,000

For FY15, the high need additional (i.e. teachers with two certified degrees including one in a high need certification) certification areas are: special education, bilingual education, high school math, high school chemistry, high school physics, and Montessori training.

The high need certification list may change from year to year. For teachers with a Master's degree and a certification in a high need area, the teacher will only receive the higher of the two additional pay amounts.

Additional pay is received annually over the course of the pay year, once awarded. For additional pay related to NBTS Certification, Master Educator's license, or additional certifications in a high need area, the teacher must maintain the relevant license/certification to remain eligible for the payment.

10. Are there any opportunities for additional pay based on performance?

Yes. This plan proposes that, beginning in FY16, teachers who receive a cumulative rating of "distinguished" on the Teacher Performance measures of the Teacher Effectiveness system will receive a non-base building payment of \$750 in the following school year. Teachers who receive a distinguished performance two consecutive evaluation cycles will receive a \$1,500 base building increase.

PERFORMANCE AWARDS	
Distinguished (1st time)	\$750 (non-base building)
Distinguished (Consecutive)	\$1,500 (base building)

11. Are these increases guaranteed for the FY16?

No. In FY15, salaries are being aligned to place teachers onto the new salary structure. Funding of the future salary increases, as proposed above, are dependent upon the annual budgets authorized by the Board. As with previous salary schedules, the Board may freeze or otherwise incompletely fund salaries, however the total cost of all salary schedule movement each year is less than the previous schedule which should make it easier to fund.

12. What if I am not on a teacher salary schedule (e.g. school nurse, social worker, physical therapist)?

Those positions which were historically not placed on a traditional teacher salary matrix, will receive a non-base building 1.46% increase, which will be paid in a lump sum payment as part of the November 21, 2014 paycheck.



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FY15 Compensation

Dr. Karen R. Jackson, Chief Human Capital Officer
Daniel Chanen, Director of Benefits & Compensation Services
May 20, 2014

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Overview:

- Increases can be accomplished within proposed FY15 budget
- Includes move to new teacher salary structure
- Proposed placements on the new teacher salary scale begin to address salary compression at starting teacher salary ranges
- Approximately 1.46% increase those employees who are not placed on the proposed teacher salary scale
- This proposal provides a one year bridge to FY16 budget



Assumptions:

- Future determinations about base building/non-base building increases will depend upon financial forecasts and future budgets
- Annually the administration will present as part of the budget the recommendation for the distribution of funds for changes in changes in compensation
- Performance incentives will be developed to align with district goals as performance measures are implemented
- Nothing in this proposal is intended to deny bargaining groups the ability to negotiate regarding base wage in accordance with current law
- The Board will have the final decision in determining how funds beyond those that are set aside for compensation will be distributed (i.e., across the board wage increases, non-base building, base building, performance awards)



Teacher Compensation

- Meetings between MPS and the MTEA began on February 19, 2014 to collaboratively outline a new compensation structure
- New salary structure balances need to respond to current budget constraints while building systematic pathway for salary growth to encourage teachers to stay with MPS
- Proposing a simplified schedule has the ability to introduce Educator Effectiveness and performance measures over time
- Annual salary increases (as approved by the Board through the budget process) require teachers maintaining a satisfactory performance evaluation and participation in on-going Professional Development
- Additional compensation is available for advanced degrees and NBPTS certification
- FY15 increases would move teachers to new salary schedule with individual increases ranging from \$450 and \$2,060
- Higher increases designed to address salary compression for starting teachers

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Simplified Teacher Schedule

New Teacher Schedule

1	\$41,200
2	\$42,200
3	\$43,200

4	\$44,200
5	\$45,200

Career Teacher Schedule

1	\$47,200
2	\$50,200
3	\$53,200
4	\$56,200
5	\$59,200
6	\$62,200
7	\$65,200
8	\$68,200
9	\$71,200
10	\$74,500

- Teachers will be reviewed annually for the first three years
- Teachers will typically move to Career Educator path after first 3 years
- All salaries in the schedule are proposed, and will be dependent on funding and on action by the School Board in FY16 budget

- Teachers progress on career schedule is bi-annual
- Standard stipend created for 200-day teachers

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Additional Pay Opportunities

In addition to the stated salary schedule, teachers may be eligible for additional pay:

NOTES:

- Annual increases dependent on satisfactory performance and continuing professional development
- New structure builds in performance as component of structure
- Evidence of advanced degrees/certifications must be provided to OHC by 3rd *Friday (September 19, 2014)*
- Teacher with current MA degrees will be placed on the salary schedule to include current degree/lane placement in form of stipend

DEGREE/CERTIFICATION

Master’s degree (related)	\$3,000 (annually)/ OR
Additional high-need certification	\$2,000 (annually)
Ph.D./Ed.D. (related)	\$1,000
NBPTS Cert./Master Educator	\$2,000

PREFORMANCE AWARDS

Distinguished (1st time)	\$750 (non-base building)
Distinguished (Consecutive)	\$1,500 (base building)

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Compensation Review

- **FY14:**
 - Worked with MTEA led to proposed teacher salary restructure
 - Reviewed Principal/Assistant Principals
 - A firm has been retained to complete market pricing of remaining certificated and classified administrative positions

- **FY15**
 - Salary ranges for non-school based administrators are currently under review, in conjunction with external firm
 - A RFP will be issued to complete the study of remaining classified positions
 - Where benchmark study results require an adjustment, compensation review committee process will recommend adjustment for the FY16 biennial budget process
 - Offices of Organizational Development and School Administration will work to develop performance standards; the Office of Human Capital will work to implement performance standards and evaluate how additional performance data can be incorporated



FY15 Compensation

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