



Compensation Details: The New Universal Salary Scale and Highly Effective Teaching Rewards

The Universal Salary Scale

The universal salary scale replaces the separate scales tied to academic degrees. This new compensation system will recognize both experience and performance and provide additional rewards for those who are our highest performers.

All new teachers and teachers currently on the Bachelor's scale will move to the universal salary scale. Teachers currently on the Master's or PhD scales will be able to choose whether or not you would like to move to the new universal salary scale or remain on your current scale.

When transitioning to the new scale, educators will earn one step increase. The chart below shows you what you will earn each year if you are currently on the Bachelor's scale. If you are on the Master's or PhD scale, you will either earn what is in the chart below OR the dollar value of your current step, if it is higher than what is included in the chart below.

Transition Bonuses and Annual Rewards

In addition to earning the salaries listed below, current teachers who move to the universal salary scale will:

- Receive a **transition bonus** ranging from \$500 to \$10,500. See the appropriate compensation details document for BAs, MAs, and PhDs to determine your specific transition bonus.
- Be eligible to receive **annual rewards on top of your base salary** for highly effective teaching. These rewards include:
 - \$5,000 for a "highly effective" annual summative evaluation rating
 - An additional \$5,000 if you work in one of the district's 25% lowest performing schools
 - An additional \$2,500 if you work in a hard-to-staff subject area
 - These rewards are cumulative, meaning that an individual teacher **may earn up to \$12,500 each year** on top of your annual salary.

What Does This Mean for Me?

Use the table below to identify what you would earn in base salary on the universal salary scale:

1. Find the step you currently are on and note the color coding of that step.
2. Follow the color coding down and to the right to see the base salary you will earn each year as you move up steps.

For instance, a teacher currently on step 3 will earn \$52,116 in base salary in school year 2012-13, \$54,001 in base salary in school year 2013-14, and \$56,244 in base salary in school year 2014-15. Any teacher who is rated highly effective and works in a low-performing school or hard-to-staff subject area may earn annual rewards on top of these salaries.

Universal Salary Scale

| My Current Step | BA Current Salary | SY2012-13 | SY2013-14 | SY2014-15 |
|------------------------|--------------------------|------------------|------------------|------------------|
| 1 | \$50,000 | \$50,337 | \$50,674 | \$51,012 |
| 2 | \$50,213 | \$50,620 | \$51,027 | \$51,434 |
| 3 | \$50,728 | \$51,243 | \$51,758 | \$52,273 |
| 4 | \$51,243 | \$52,116 | \$52,989 | \$53,861 |
| 5 | \$52,222 | \$53,111 | \$54,001 | \$54,890 |
| 6 | \$53,510 | \$54,421 | \$55,333 | \$56,244 |
| 7 | \$53,768 | \$54,871 | \$55,973 | \$57,076 |
| 8 | \$54,127 | \$55,570 | \$57,014 | \$58,457 |
| 9 | \$54,970 | \$56,674 | \$58,378 | \$60,082 |
| 10 | \$56,617 | \$58,127 | \$59,637 | \$61,146 |
| 11 | \$58,989 | \$59,994 | \$60,998 | \$62,003 |
| 12 | \$66,200 | \$66,311 | \$66,422 | \$66,533 |
| 13 | \$74,925 | \$69,692 | \$70,346 | \$71,000 |
| 14 | \$87,216 | \$76,000 | \$73,547 | \$75,500 |
| 15 | | \$88,088 | \$78,797 | \$80,000 |
| 16 | | | \$88,969 | \$85,472 |
| 17 | | | | \$90,000 |
| 18 | | | | \$93,321 |

| | | | |
|----------------------------|---------------|--------------|--------------|
| Annual Average % Increase: | 4.02% | 4.25% | 4.95% |
| Average 3-year % Increase: | 14.60% | | |

Note: Average increases are calculated for teachers currently on the BA Scale.