**DISTRICT PRIORITY INCENTIVES**

**DISTRICT PRIORITY INCENTIVES**

**INVESTMENT**

**INVESTMENT**

# Decision #1 B

## All teachers in hard-to-staff positions receive a $4K annual incentive

# Decision #1 A

## All teachers in high-need schools receive a $4K annual incentive

**DISTRICT PRIORITY INCENTIVES**

**DISTRICT PRIORITY INCENTIVES**

**INVESTMENT**

**INVESTMENT**

# Decision #1 C

## All Level 5 teachers in hard-to-staff positions receive a one-time $8K hiring bonus

# Decision #1 D

## All Level 5 teachers in hard-to-staff positions receive an $8K annual incentive

**INVESTMENT**

**DISTRICT PRIORITY INCENTIVES**

**DISTRICT PRIORITY INCENTIVES**

# DECISION #1 A

***Description***

*• 20% of schools (2 schools) are designated high-need (and therefore, hard-to-staff) schools and 20% of all teachers teach in those schools (in a district of 300, 60 total teachers)*

*• Rewards average $4K annually*

***Cost per implementation level***

|  |  |  |  |
| --- | --- | --- | --- |
| **25%** | **50%** | **75%** | **100%** |
| **$60 K** | **$120 K** | **$180 K** | **$240 K** |

**INVESTMENT**

**INVESTMENT**

**INVESTMENT**

# DECISION #1 B

***Description***

*• 15% of positions are designated hard-to-staff (in a district of 300, 45 total teachers)*

*• Rewards average $4K annually*

***Cost per implementation level***

|  |  |  |  |
| --- | --- | --- | --- |
| **25%** | **50%** | **75%** | **100%** |
| **$45K** | **$90K** | **$135K** | **$180K** |

# DECISION #1 D

***Description***

*• 15% of positions are designated hard-to-staff, 30% of these teachers are Level 5 (in a district of 300, 14 of 60 total teachers are in hard-to-staff positions)*

*• Rewards average $8k annually*

***Cost per implementation level***

|  |  |  |  |
| --- | --- | --- | --- |
| **25%** | **50%** | **75%** | **100%** |
| **$25K** | **$50K** | **$75K** | **$100K** |

**DISTRICT PRIORITY INCENTIVES**

# DECISION #1 C

***Description***

*• 15% of positions are designated hard-to-staff, 30% of these teachers are Level 5 (in a district of 300, 14 of 45 teachers are in hard-to-staff positions)*

*• Rewards average $8K, only awarded for a teacher’s first year in the position*

***Cost per implementation level***

|  |  |  |  |
| --- | --- | --- | --- |
| **25%** | **50%** | **75%** | **100%** |
| **$3K** | **$5K** | **$10K** | **$12K** |
| **\* Additional $100K investment required in 1st year of program for existing teachers** |

**DISTRICT PRIORITY INCENTIVES**

**DISTRICT PRIORITY INCENTIVES**

**NEUTRAL**

# Decision #1 E

## No district priority incentives

**SCHOOL ROLES**

**INVESTMENT**

# Decision #2 A

## Annual $2K stipend for school roles

**SCHOOL ROLES**

**SCHOOL ROLES**

**INVESTMENT**

# Decision #2 C

## Annual $8K stipend for school roles

**INVESTMENT**

# Decision #2 B

## Annual $4K stipend for school roles

**nEUTRAL**

# DECISION #1 E

***Description***

*District X will not offer any district priority incentives*

***Cost per implementation level***

|  |  |  |  |
| --- | --- | --- | --- |
| **25%** | **50%** | **75%** | **100%** |
| **$0K** | **$0K** | **$0K** | **$0K** |

**INVESTMENT**

# DECISION #2 A

***Description***

*• School role stipends are for 40% of teachers (in a district of 300, 120 total teachers)*

*• Rewards average $2K annually and vary by role*

***Cost per implementation level***

|  |  |  |  |
| --- | --- | --- | --- |
| **25%** | **50%** | **75%** | **100%** |
| **$60K** | **$120K** | **$180K** | **$240K** |

**SCHOOL ROLES**

**DISTRICT PRIORITY INCENTIVES**

**INVESTMENT**

# DECISION #2 B

***Description***

*• School role stipends are for 20% of teachers (in a district of 300, 60 total teachers)*

*• Rewards average $4K annually and vary by role*

***Cost per implementation level***

|  |  |  |  |
| --- | --- | --- | --- |
| **25%** | **50%** | **75%** | **100%** |
| **$60K** | **$120K** | **$180K** | **$240K** |

**INVESTMENT**

# DECISION #2 C

***Description***

*• School role stipends are for 20% of teachers (in a district of 300, 60 total teachers)*

*• Rewards average $8K annually and vary by role*

***Cost per implementation level***

|  |  |  |  |
| --- | --- | --- | --- |
| **25%** | **50%** | **75%** | **100%** |
| **$120K** | **$240K** | **$360K** | **$480K** |

**SCHOOL ROLES**

**SCHOOL ROLES**

**SCHOOL ROLES**

**SCHOOL ROLES**

**INVESTMENT**

# Decision #2 E

## One additional prep period and $4K for school roles

**INVESTMENT**

# Decision #2 D

## One additional prep period and no additional pay for school roles

**SCHOOL ROLES**

**NEUTRAL**

# Decision #2 F

## No school roles

**EFFECTIVENESS PAY**

**NEUTRAL**

# Decision #3 A

## Implement effectiveness steps

**INVESTMENT**

# DECISION #2 E

***Description***

*• School role benefits are for 20% of teachers (in a district of 300, 60 total)*

*• Teachers are rewarded through an additional prep period, reducing their total number of class sections*

*• Rewards average $4K annually and vary by role*

***Cost per implementation level***

|  |  |  |  |
| --- | --- | --- | --- |
| **25%** | **50%** | **75%** | **100%** |
| **$190K** | **$385K** | **$575K** | **$765K** |

**INVESTMENT**

# DECISION #2 D

***Description***

*• School role benefits are for 20% of teachers (in a district of 300, 60 total teachers)*

*• Teachers are rewarded through an additional prep period, reducing the total number of class sections he or she must manage*

***Cost per implementation level***

|  |  |  |  |
| --- | --- | --- | --- |
| **25%** | **50%** | **75%** | **100%** |
| **$130K** | **$265K** | **$395K** | **$525K** |

**SCHOOL ROLES**

**SCHOOL ROLES**

**ALT.**

**NEUTRAL**

# DECISION #2 F

***Description***

*District X will not offer any school roles*

***Cost per implementation level***

|  |  |  |  |
| --- | --- | --- | --- |
| **25%** | **50%** | **75%** | **100%** |
| **$0K** | **$0K** | **$0K** | **$0K** |

**NEUTRAL**

# DECISION #3 A

***Description***

*Only effective teachers receive annual step increases*

*• Level 5 teachers = slightly larger steps*

*• Level 1, 2, 3\* teachers = no steps*

*\* You may choose to include or exclude Level 3 in this group*

***Cost per implementation level***

|  |  |  |  |
| --- | --- | --- | --- |
| **25%** | **50%** | **75%** | **100%** |
| **$0K** | **$0K** | **$0K** | **$0K** |

**EFFECTIVENESS PAY**

**SCHOOL ROLES**

**EFFECTIVENESS PAY**

**EFFECTIVENESS PAY**

**NEUTRAL**

# Decision #3 C

## Implement effectiveness bands with small steps

**INVESTMENT**

# Decision #3 B

## Implement effectiveness bands

**EFFECTIVENESS PAY**

**NEUTRAL**

# Decision #3 D

## No effectiveness pay

**BONUSES, REWARDS, & RECOGNITION**

**INVESTMENT**

# Decision #4 A

## Level 5 teachers receive a share of the district’s bonus pool in addition to public recognition/

## celebrations

**BONUSES, REWARDS, & RECOGNITION**

**INVESTMENT**

# DECISION #4 A

***Description***

*• Level 5 teachers receive a bonus set by dividing the total bonus pool by the total number of Level 5 teachers*

*• Bonus pool ~$360K, but flexible based on economic conditions*

*• Public recognition also included with bonus*

***Cost per implementation level***

|  |  |  |  |
| --- | --- | --- | --- |
| **25%** | **50%** | **75%** | **100%** |
| **$90K** | **$180K** | **$270K** | **$360K** |

**EFFECTIVENESS PAY**

**EFFECTIVENESS PAY**

**ALT.**

**ALT.**

**INVESTMENT**

# DECISION #3 B

***Description***

*Create 4-5 bands, each band receives a $2K raise in addition to changes in contract length and role availability*

***Estimated % teachers in each band***

*Band 1 (10%) / Band 2 (20%) / Band 3 (30%) / Band 4 (20%) / Band 5 (20%)*

***Cost per implementation level***

|  |  |  |  |
| --- | --- | --- | --- |
| **25%** | **50%** | **75%** | **100%** |
| **$330K** | **$660K** | **$990K** | **$1,320K** |

**NEUTRAL**

# DECISION #3 C

***Description***

*Effectiveness bands are not associated with increased salary but instead allow for advanced roles, longer contracts*

*• Only effective teachers receive annual step increases*

*• Level 5 teachers = slightly larger steps*

*• Level 1, 2, 3\* teachers = no steps*

***Cost per implementation level***

|  |  |  |  |
| --- | --- | --- | --- |
| **25%** | **50%** | **75%** | **100%** |
| **$0K** | **$0K** | **$0K** | **$0K** |

**NEUTRAL**

# DECISION #3 D

***Description***

*No portion of a teacher's base salary will be based on their effectiveness*

***Cost per implementation level***

|  |  |  |  |
| --- | --- | --- | --- |
| **25%** | **50%** | **75%** | **100%** |
| **$0K** | **$0K** | **$0K** | **$0K** |

**EFFECTIVENESS PAY**

**STARING SALARY**

**INVESTMENT**

# Decision #5 A

Increase starting salary by $2K

**BONUSES, REWARDS, & RECOGNITION**

**INVESTMENT**

# Decision #4 C

## Eligible teachers receive a bonus that is 10% of salary in addition to public recognition/

## celebrations

**BONUSES, REWARDS, & RECOGNITION**

**INVESTMENT**

# Decision #4 B

## Eligible teachers receive a flat $3K bonus in addition to public recognition/

## celebrations

**BONUSES, REWARDS, & RECOGNITION**

**NEUTRAL**

# Decision #4 D

## No monetary bonuses, only public recognition/

## celebrations

**BONUSES, REWARDS, & RECOGNITION**

**INVESTMENT**

# DECISION #4 B

***Description***

*• Level 5 teachers receive a $3K bonus*

*• Public recognition also included with bonus*

***Cost per implementation level***

|  |  |  |  |
| --- | --- | --- | --- |
| **25%** | **50%** | **75%** | **100%** |
| **$90K** | **$180K** | **$270K** | **$360K** |

**BONUSES, REWARDS, & RECOGNITION**

**INVESTMENT**

# DECISION #4 C

***Description***

*• Level 5 teachers receive a bonus that is 10% of base salary (bonus varies from $3.4K to $5.8K)*

*• Public recognition also included with bonus*

***Cost per implementation level***

|  |  |  |  |
| --- | --- | --- | --- |
| **25%** | **50%** | **75%** | **100%** |
| **$125K** | **$250K** | **$380K** | **$500K** |

**BONUSES, REWARDS, & RECOGNITION**

**NEUTRAL**

# DECISION #4 D

***Description***

*• One-time rewards take place in the form of public recognition and celebratory events*

*• Individuals, teams or schools may be eligible for these rewards*

***Cost per implementation level***

|  |  |  |  |
| --- | --- | --- | --- |
| **25%** | **50%** | **75%** | **100%** |
| **$0K** | **$0K** | **$0K** | **$0K** |

**INVESTMENT**

# DECISION #5 A

***Description***

*Add $2K to your district's starting salary for future teachers entering the system*

***Cost***

|  |  |  |  |
| --- | --- | --- | --- |
| **Year 1** | **Year 3** | **Year 5** | **Year 10** |
| **($45K)** | **($135K)** | **($210K)** | **($370K)** |

**STARING SALARY**

**STARING SALARY**

**STARING SALARY**

**NEUTRAL**

# Decision #5 C

## Leave starting salary constant

**OPPORTUNITY**

# Decision #5 B

## Decrease Starting Salary by $2K

**EDUCATION PAY**

**OPPORTUNITY**

# Decision #6 B

## Consolidate to two lanes

**EDUCATION PAY**

**OPPORTUNITY**

# Decision #6 a

## Remove all education pay (alternative) or Reduce education pay to minimum allowed by state schedule (traditional)

**OPPORTUNITY**

# DECISION #5 B

***Description***

*Subtract $2K from your district's starting salary for future teachers entering the system*

***Cost***

|  |  |  |  |
| --- | --- | --- | --- |
| **Year 1** | **Year 3** | **Year 5** | **Year 10** |
| **$45K** | **$135K** | **$210K** | **$370K** |

**STARING SALARY**

**NEUTRAL**

# DECISION #5 C

***Description***

*No change to starting salary*

***Cost***

|  |  |  |  |
| --- | --- | --- | --- |
| **Year 1** | **Year 3** | **Year 5** | **Year 10** |
| **$0K** | **$0K** | **$0K** | **$0K** |

**STARING SALARY**

**ALT.**

**ALT.**

# DECISION #6 B

***Description***

*Remove the MA+, Ed.S, and Ph.D bands from your salary schedule*

***Cost***

|  |  |  |  |
| --- | --- | --- | --- |
| **Year 1** | **Year 3** | **Year 5** | **Year 10** |
| **$50K** | **$75K** | **$90K** | **$125K** |

# DECISION #6 A

***Description***

*(Alternative) Do not give raises to teachers for earning advanced degrees*

*(Traditional) Only give education raises needed to meet the state minimum salary schedule*

***Cost***

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Yr 1** | **Yr 3** | **Yr 5** | **Yr 10** |
| **Alt** | **$75K** | **$225K** | **$325K** | **$575K** |
| **Trad** | **$70K** | **$220K** | **$315K** | **$560K** |

**EDUCATION PAY**

**EDUCATION PAY**

**OPPORTUNITY**

**OPPORTUNITY**

**EDUCATION PAY**

**EDUCATION PAY**

**OPPORTUNITY**

# Decision #6 D

## Offer a tuition reimbursement instead of education pay

**OPPORTUNITY**

# Decision #6 C

## Cut education pay difference between lanes in half

**EXPERIENCE PAY**

**OPPORTUNITY**

# Decision #7 a

## Remove all experience pay (alternative) or Reduce experience pay to minimum allowed by state (traditional)

**EXPERIENCE PAY**

**OPPORTUNITY**

# Decision #7 B

## Freeze steps after

## step 11

**OPPORTUNITY**

# DECISION #6 D

***Description***

*Offer a $16K tuition reimbursement paid over 4 years, and do not offer any other pay for education*

***Cost***

|  |  |  |  |
| --- | --- | --- | --- |
| **Year 1** | **Year 3** | **Year 5** | **Year 10** |
| **$0K** | **$40K** | **$240K** | **$415K** |

**OPPORTUNITY**

# DECISION #6 C

***Description***

*Cut amount spent between lanes on the salary schedule by 50% (between each lane bump: BA to MA, MA to MA+, etc.)*

***Cost***

|  |  |  |  |
| --- | --- | --- | --- |
| **Year 1** | **Year 3** | **Year 5** | **Year 10** |
| **$35K** | **$105K** | **$155K** | **$270K** |

**EDUCATION PAY**

**EDUCATION PAY**

**ALT.**

**ALT.**

**OPPORTUNITY**

# DECISION #7 B

***Description***

*Step 11 becomes the maximum salary level for experience*

***Cost***

|  |  |  |  |
| --- | --- | --- | --- |
| **Year 1** | **Year 3** | **Year 5** | **Year 10** |
| **$35K** | **$130K** | **$190K** | **$340K** |

**OPPORTUNITY**

# DECISION #7 A

***Description***

*(Alternative) Do not give any raises (steps) to teachers for experience*

*(Traditional) Only give steps as needed to meet the state minimum salary schedule*

***Cost***

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Yr 1** | **Yr 3** | **Yr 5** | **Yr 10** |
| **Alt** | **$150K** | **$490K** | **$715K** | **$1,275K** |
| **Trad** | **$110K** | **$360K** | **$520K** | **$935K** |

**EXPERIENCE PAY**

**EXPERIENCE PAY**

**EXPERIENCE PAY**

**EXPERIENCE PAY**

**NEUTRAL**

# Decision #7 D

## No change to experience pay

**OPPORTUNITY**

# Decision #7 C

## Stop supplementing experience pay

**EFFECTIVENESS STEPS**

**NEUTRAL**

# ALTERNATE Decision

# #7 b

## Invest 100% of current experience pay toward effectiveness steps

**EFFECTIVENESS STEPS**

**INVESTMENT**

# ALTERNATE Decision

# #7 a

## Create custom effectiveness steps

**EXPERIENCE PAY**

**OPPORTUNITY**

# DECISION #7 C

***Description***

*• Cut experience steps to the state schedule’s experience steps*

*• State Steps Avg: $300, District X Avg: $500, so cut district experience steps from $500 to $300*

***Cost***

|  |  |  |  |
| --- | --- | --- | --- |
| **Year 1** | **Year 3** | **Year 5** | **Year 10** |
| **$35K** | **$170K** | **$260K** | **$490K** |

**NEUTRAL**

# DECISION #7 D

***Description***

*Keep paying for experience at current levels*

***Cost***

|  |  |  |  |
| --- | --- | --- | --- |
| **Year 1** | **Year 3** | **Year 5** | **Year 10** |
| **$0K** | **$0K** | **$0K** | **$0K** |

**EXPERIENCE PAY**

**ALT.**

**ALT.**

**NEUTRAL**

# ALTERNATE Decision

# #7 B

***Description***

*The effectiveness step schedule is the current experience step schedule*

***Cost***

|  |  |  |  |
| --- | --- | --- | --- |
| **Year 1** | **Year 3** | **Year 5** | **Year 10** |
| **$0K** | **$0K** | **$0K** | **$0K** |

**INVESTMENT**

# ALTERNATE Decision

# #7 a

***Description***

*Effectiveness steps system gives experience pay only to effective teachers, spread out over the first 10 years of their career vs. over 20 years*

***Cost***

|  |  |  |  |
| --- | --- | --- | --- |
| **Year 1** | **Year 3** | **Year 5** | **Year 10** |
| **($25K)** | **($135K)** | **($205K)** | **($385K)** |

**EFFECTIVENESS STEPS**

**EFFECTIVENESS STEPS**

**EFFECTIVENESS STEPS**

**EFFECTIVENESS STEPS**

**OPPORTUNITY**

# ALTERNATE Decision

# #7 c

## Invest 80% of current experience pay toward effectiveness steps

**INVESTMENT**

# ALTERNATE Decision

# #7 d

## Invest 100% of current experience pay toward effectiveness steps, plus an additional 20%

**OPPORTUNITY**

# SPecial Decision

## Use all of the 1.5% state revenue increase as an opportunity to fund investments

**STATE REVENUE**

**NEUTRAL**

# special Decision

## Apply all of the 1.5% state revenue increase directly to current salary schedule

**STATE REVENUE**

**INVESTMENT**

# ALTERNATE Decision

# #7 d

***Description***

*The effectiveness step schedule is 120% of the current experience step schedule*

***Cost***

|  |  |  |  |
| --- | --- | --- | --- |
| **Year 1** | **Year 3** | **Year 5** | **Year 10** |
| **($20K)** | **($90K)** | **($135K)** | **($255K)** |

**OPPORTUNITY**

# ALTERNATE Decision

# #7 c

***Description***

*The effectiveness step schedule is 80% of the current experience step schedule*

***Cost***

|  |  |  |  |
| --- | --- | --- | --- |
| **Year 1** | **Year 3** | **Year 5** | **Year 10** |
| **$20K** | **$90K** | **$135K** | **$255K** |

**EFFECTIVENESS STEPS**

**EFFECTIVENESS STEPS**

**ALT.**

**ALT.**

**NEUTRAL**

# special Decision

***Description***

*The additional funds (1.5% increase) received from the state will be used to pay for increases in the current salary schedule*

***Cost***

|  |  |  |  |
| --- | --- | --- | --- |
| **Year 1** | **Year 3** | **Year 5** | **Year 10** |
| **$0K** | **$0K** | **$0K** | **$0K** |

**OPPORTUNITY**

# special Decision

***Description***

*The additional funds (1.5% increase) received from the state will be used to pay for one or more of the investments discussed earlier in Round I*

***Cost***

|  |  |  |  |
| --- | --- | --- | --- |
| **Year 1** | **Year 3** | **Year 5** | **Year 10** |
| **$145K** | **$145K** | **$145K** | **$145K** |

**STATE REVENUE**

**STATE REVENUE**

**NEUTRAL**

# Decision #6 E

## No change in education pay

**EDUCATION PAY**

**NEUTRAL**

# DECISION #6 E

***Description***

*Keep paying for education at current levels*

***Cost***

|  |  |  |  |
| --- | --- | --- | --- |
| **Year 1** | **Year 3** | **Year 5** | **Year 10** |
| **$0K** | **$0K** | **$0K** | **$0K** |

**EDUCATION PAY**