

**MODEL COMPENSATION PLAN**  
**GREENSBURG COMMUNITY SCHOOLS**

**I. Salary Range**

\$37,000.00 to \$64,600.00, not including current year increases or TRF contributions.

**II. Base Salary Increases**

**A. Amount available for base salary increases**

\$1,000.00 for eligible certified employees.

**B. General Eligibility**

1. Except as provided in #2 below, a teacher who received an evaluation rating of ineffective or improvement necessary in the prior school year is not eligible for any salary increase and remains at their prior year salary.
2. A teacher who is in the first two full school years of instructing students who received an evaluation rating of improvement necessary is eligible for a salary increase.

**C. Factors and definitions**

1. Evaluation rating – The teacher received a highly effective or effective evaluation rating for the prior year
2. Year of experience – The teacher who was employed in the corporation for at least 120 days in the prior year.
3. Possess a content area Master's degree – The teacher has a Master's degree in a content area as defined by the Indiana Department of Education.
4. Assignment of an instructional leadership role – The teacher accepted an ECA assignment, volunteered to be on a school improvement committee, or accumulated 60 PGP (Professional Growth Points) over the year,

**D. Distribution – amounts to be added to a teacher's base salary**

1. 67% of the amount available will be equally distributed to all teachers who satisfy the evaluation factor. \$670.00 (Rated Effective or Highly Effective)
2. 15% of the amount available will be equally distributed to all teachers who satisfy the experience factor. \$150.00 (Employed at least 120 days the previous year)
3. 15% of the amount available will be equally distributed to all teachers who satisfy the Master's degree factor. \$150.00 (Possess a Master's Degree that meets I.C. 20-28-9-1.5 requirements)
4. 3% of the amount available will be equally distributed to all teachers who satisfy the leadership factor. \$30.00

**E. Redistribution**

A teacher rated ineffective or improvement necessary (unless exempt by experience) may not receive any raise for the following year as per Indiana Code. Redistribution of funds that would have been paid to teachers rated Needs Improvement or Ineffective has been taken into account through this compensation plan. Funds for the plan are determined after the number of Highly Effective and Effective teachers is known.

**Stipends (As per I.C. 20-43-10-3)**

**In addition to the Compensation Plan the following stipends will be issued:**

**A. Amount of Stipend**

\$150.00 - \$1,000.00 (Does not add to current base pay)

**B. General Eligibility**

Only teachers who receive an evaluation rating of highly effective or effective are eligible for a stipend. One time payments that do not go on the base pay.

**C. Specified Stipends**

1. \$1000 – awarded to teachers at the top of the salary range.
2. \$500.00 – Awarded to any certified classroom teacher that misses 0 days during the school year.
3. \$150.00 – Awarded to any certified classroom teacher that has 97% attendance for the school year.
4. \$150.00 – Awarded to any certified classroom teacher that has 60 Professional Growth Points for the school year.

**D. Distribution**

The one-time stipend will be paid as part of the new teacher contract for 2017-2018. The stipend will be paid over the balance of remaining payroll payments for 2017-2018.