

# **TEACHER COMPENSATION**

The current staff members are very important to Greensburg Schools, but to recruit and retain future staff members we must have a competitive salary at all experience levels. Our goal is to allow all certified employees the opportunity to reach the maximum of our current salary range. That range is between \$36,992 and \$64,236. The Compensation Model allows the Corporation to demonstrate a financial commitment to effective and highly effective teachers in the form of salary increases for classroom performance. Years of experience and educational degree are not the driving force behind salary increases. Performance in the classroom is the factor that allows teachers to move from one level to the next and realize a salary increase. Teachers may not earn salaries (excluding stipends) that exceed the salary range unless negotiated with the Greensburg Teachers Association (GTA) and approved by the GCS Board of Trustees. Only teachers evaluated as highly effective or effective in the year of the most current and completed evaluation/ will be eligible for a salary increase. A teacher must be under contract on December 1 of the year following the evaluation cycle to be eligible for either base pay, stipend unit pay, or performance grant pay.

The district reserves the right to determine Academic Needs. Teaching positions that have been determined to be of “Academic Need” may have the salary set or adjusted upward at any point within the salary range as determined by the Superintendent and approved by the Board of Education. This adjustment will be made in accordance to it adhering to the following legal criteria:

1. The teacher is fulfilling vital leadership roles within the assigned school.
2. The teacher is instructing in a hard to fill area of academic need and it is in the student’s best interest that the teacher be recruited or retained to/in the Greensburg School Corporation.
3. The evaluation results for the teacher are in the effective or highly effective range which would qualify the teacher for a salary increase.

## **Teacher compensation adjustments will be based upon specific performance in the following categories:**

### **A. Base Salary pay:**

1. Rise Teacher Evaluation (qualifies for pay increase if effective or highly effective).
2. Education (added to base when teacher has Effective or Highly Effective rating and changes from the Bachelors to the Masters level in accordance to regulations found in IC).

## Teacher Evaluation (added to base)

Teachers who score in the top two categories (Highly Effective or Effective) on the Greensburg Community Schools evaluation instrument will advance one level on the pay scale. They must be employed and teaching on the job by Greensburg Community Schools for a minimum of 120 days during the evaluation school year.

The increase that would have been given to staff that were rated in the bottom two categories (Needs Improvement or Ineffective) will be divided equally among qualified staff in the form of a stipend that is not added to their base salary.

If you started a Master's Degree prior to July 1, 2011 and finished by September 2, 2014 you are eligible to move from the Bachelor to the Master level upon receiving your Master teacher license and have an effective or highly effective rating on your evaluation. Master's Degree eligibility after this date is determined by IC 20-28-9-1.5.

### B. Leadership Stipend pay:

3. Exemplary Teacher Attendance is necessary for students to receive the most effective instruction from classroom teachers. To encourage exemplary attendance a stipend will be awarded to the teacher (Attendance Stipend = 1 unit)
4. Leadership by staff is essential to the quality of education found in the school. To encourage staff to take on various leadership positions in the school a stipend will be awarded to the teacher. (Leadership Stipend = 1 unit)

Stipend pay is \$150.00 per unit with a maximum of two (2) units per school year. \$300.00 may be earned if the teacher qualifies for both stipends. Teachers must be rated effective or highly effective to qualify for this stipend increase.

**Greensburg Schools must not be in deficit spending at the time the contract is issued for any adjustment in pay described below.**

### Teacher Leadership Attendance Requirements (stipend).

This directly relates to the TER (RISE) for exemplary instruction. Teacher attendance has a direct influence on instruction. Good instruction is a basic student educational need. The following criteria will be used to encourage teacher attendance:

- 97% (no more than 5.0 absences on a 185 day contract) = 1 unit (\$150 stipend)
- Based on sick, family illness, bereavement, unpaid leave and personal business day absences. All of these days absent count towards the 97%.

- Excludes FMLA qualified leave for the 97% determination.

Teacher Professional Leadership Enhancement Requirements (stipend).

\*Teachers are only eligible for one of these units from leadership.

- Teachers who are recognized in the current contract year by state or nationally recognized education organizations = 1 unit (determined by Superintendent)
- Voluntary Building or District position of Leadership = 1 unit (determined by Superintendent)
- 60 Professional Growth Points at Building Level = 1 unit (determined by Principal)

School Board Perfect Attendance Award

A \$500 stipend will be given to any certified employee that has perfect attendance. This is only given to a teacher that has an effective or highly effective rating. The School Board is committed to meeting student needs by providing incentives to staff for attendance and this commitment on the part of teachers most often results in stellar instruction.

**GREENSBURG COMMUNITY SCHOOLS**

**Greensburg Community Schools salary range is from \$36,992 to \$64,236 as specified in IC 20-28-9-1.5(1)**

Contracted Teachers

LEVEL	BACHELORS BASE	MASTERS BASE	PLACEMENT FACTOR
Level 0	\$36,992	\$39,188	Year 0
Level 1	\$36,992	\$39,188	Year 1
Level 2	\$36,992	\$39,188	Year 2
Level 3	\$37,729	\$40,379	Year 3
Level 4	\$38,467	\$41,569	Year 4
Level 5	\$39,204	\$42,758	Year 5
Level 6	\$39,941	\$43,949	Year 6
Level 7	\$40,679	\$45,139	Year 7
Level 8	\$41,416	\$46,330	Year 8
Level 9	\$42,152	\$47,519	Year 9
Level 10	\$42,891	\$48,710	Year 10
Level 11	\$43,628	\$49,900	Year 11

Level 12	\$44,365	\$51,089	Year 12
Level 13	\$45,103	\$52,280	Year 13
Level 14	\$45,839	\$53,470	Year 14
Level 15	\$46,576	\$54,661	Year 15
Level 16	\$47,313	\$55,850	Year 16
Level 17	\$48,051	\$57,041	Year 17
Level 18	\$48,788	\$58,231	Year 18
Level 19	\$49,525	\$59,421	Year 19
Level 20	\$50,263	\$60,612	Year 20
Level 21	\$51,000	\$61,801	Year 21
Level 22	\$51,737	\$62,992	Year 22
Level 23	\$52,495	\$64,236	Year 23

Requirements:

1. To change one base level, a teacher must be rated effective or highly effective.
2. Levels are not reflective of years of experience. The first 3 years will receive the same base pay.
3. TRF contributions will be added to the salary.
4. Once a teacher reaches the max pay level only stipends can be added for attendance and leadership recognition (2 units max) unless negotiated with the Board of Trustees.
5. Teachers will start on the Bachelors or Masters schedule according to the degree held at the time of hire.
6. Teachers may move from Bachelors schedule to Masters schedule upon receiving their Masters Degree + effective or highly effective ratings on their most recent evaluation.
7. Superintendent will determine at what level new staff members will be placed. Placement Factor.
8. Teacher Performance Grant monies from the IDOE are not added to base pay.