

## 2020 MODEL COMPENSATION PLAN #1

### Salary Increase

#### No salary increase differential

#### I. Salary Range

\$35,000 to \$67,000, not including current year increases or TRF contributions.

#### II. Base Salary Increases

A. Amount available for base salary increases: \$200,000

#### 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 receives 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 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.

#### D. Distribution – Points awarded for each factor

Effective or Highly effective	10 points
Experience	2 points
Content area Master's degree	8 points

- The available funds will be divided by the sum of points earned by all eligible teachers to determine the dollar value per point.
- Salary increase amounts are determined by multiplying each teacher's points by the dollar value per point.
- The maximum number of points a teacher can earn = 20 points.
- The combination of education and experience account for 50% of the maximum available salary increase.

#### E. Redistribution

Because all available funds will be distributed to eligible teachers, there will be no funds remaining to redistribute.

## 2020 MODEL COMPENSATION PLAN #1-A

### Salary increase + Stipend

### No salary increase differential

#### I. Salary Range

\$35,000 to \$67,000, not including current year increases or TRF contributions.

#### II. Base Salary Increases

##### A. 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 receives an evaluation rating of improvement necessary is eligible for a salary increase.

##### B. 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 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.

##### C. Distribution – amounts to be added to a teacher's base salary

1. Evaluation factor = \$1,000
2. Experience factor = \$500
3. Master's degree factor = \$500

The combination of education and experience accounts for 50% of the maximum available salary increase. ( $\$1000/\$2,000 = 50\%$ )

##### D. Redistribution

Any funds otherwise allocated for teachers who were rated ineffective or improvement necessary will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be in the form of a stipend that will be paid at the end of the school year.

#### III. Stipends

##### A. Amount of stipend = \$500

##### B. General Eligibility

Only teachers who receive an evaluation rating of highly effective or effective are eligible for a stipend. A teacher will receive only one stipend, even if the teacher completes more than one of the activities in Section C.

##### C. Basis for stipend

1. Teaching a dual credit or AP class during the current school year.
2. Completing National Board certification during the current school year.
3. Making a presentation at a corporation-wide professional development meeting during the current school year.
4. Serving on a school improvement committee and attending all the committee meetings during the current school year.

##### D. Distribution

The one-time stipend will be paid with the last payroll for the current school year.

## 2020 MODEL COMPENSATION PLAN #1-B

### Salary Increase

### No Salary Increase Differential

#### I. Salary Range

\$40,000 to \$68,500, not including current year increases or TRF contributions.

#### II. Base Salary Increases

##### A. General Eligibility

1. 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 currently receiving the highest salary commensurate with the teacher's educational attainment is not eligible for a salary increase.

##### B. Factors and definitions

1. Evaluation rating – The teacher received a highly effective or effective evaluation rating for the prior year.
2. Possess a content area master's degree – The teacher earned a master's degree in a content area as defined by the Indiana Department of Education after January 1, 2020.

##### C. Distribution – Advancing on the Salary Schedule (See Salary Schedule attached as Appendix A)

1. A teacher in the bachelor's column who satisfies the evaluation rating but does not possess a content area master's degree will advance a row in the bachelor's column.
2. A teacher in the master's column who satisfies the evaluation rating will advance a row in the master's column.
3. A teacher in the bachelor's column who satisfies the evaluation rating and is in the first year of possessing a content area master's degree (completed after January 1, 2020) will advance to the master's column, but remain in the same row.

The increase for advancing a row in either column is \$1,500.

The increase for advancing a column (but staying in the same row) is \$3,000. \$1,500 is for evaluation rating, and \$1,500 is for the first year of possessing a content area master's degree. (Education = 50% of the increase)

##### D. Redistribution

Any funds otherwise allocated for teachers who were rated ineffective or improvement necessary will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be in the form of a stipend that will be paid at the end of the school year.

#### III. Stipends

A teacher rated effective or highly effective that is receiving the maximum salary commensurate with the teacher's educational attainment, as stated on the 2020-21 salary schedule, will not receive an increase to their base salary, but will receive a stipend in the amount of \$1,500.

**Appendix A**  
**2020-21 Salary Schedule**

<b>Row</b>	<b>BA/BS</b>	<b>MA/MS</b>
1	\$40,000	\$43,000
2	\$41,500	\$44,500
3	\$43,000	\$46,000
4	\$44,500	\$47,500
5	\$46,000	\$49,000
6	\$47,500	\$50,500
7	\$49,000	\$52,000
8	\$50,500	\$53,500
9	\$52,000	\$55,000
10	\$53,500	\$56,500
11	\$55,000	\$58,000
12	\$56,500	\$59,500
13	\$58,000	\$61,000
14	\$59,500	\$62,500
15	\$61,000	\$64,000
16		\$65,500
17		\$67,000
18		\$68,500
19		\$70,000
20		\$71,500
21		\$73,000
22		\$74,500

\$1,500 for advancing a row in either column: \$1,500 for evaluation rating.

\$3,000 for advancing a column in same row: \$1,500 for evaluation rating, and \$1,500 for first year of possessing a content area master's degree. (Education = 50% of the salary increase).

**2020 MODEL COMPENSATION PLAN #2**  
**Salary Increase Differential for Evaluation Rating**

**I. Salary Range**

\$35,000 to \$67,000, not including current year increases or TRF contributions.

**II. Base Salary Increases**

**A. 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 receives an evaluation rating of improvement necessary is eligible for a salary increase.

**B. 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 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.

**C. Distribution –Amounts to be distributed as base salary increases**

1. Highly Effective evaluation rating = \$800
2. Effective evaluation rating = \$700
3. Experience = \$400
4. Content area master's degree = \$400

The combination of education and experience accounts for 50% of the maximum available salary increase ( $\$800/\$1,600 = 50\%$ ).

**D. Redistribution**

Any funds otherwise allocated for teachers who were rated ineffective or improvement necessary will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be in the form of a stipend that will be paid at the end of the school year.

**2020 MODEL COMPENSATION PLAN #2-A**  
**Salary Increase Differential for Evaluation Rating**

**I. Salary Range**

\$35,000 to \$67,000, not including current year increases or TRF contributions.

**II. Base Salary Increases**

A. Amount available for base salary increases: \$300,000

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 receives 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 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.

D. Distribution – Points awarded for each factor

Highly effective	10 points
Effective	9 points
Experience	2 points
Content area master’s degree	8 points

- The available funds will be divided by the sum of points earned by all eligible teachers to determine the dollar value per point.
- Salary increase amounts are determined by multiplying each teacher’s points by the dollar value per point.
- The maximum number of points a teacher can earn = 20 points.
- The combination of education and experience account for 50% of the maximum available salary increase.

E. Redistribution

Because all available funds will be distributed to eligible teachers, there will be no funds remaining to redistribute.

**2020 MODEL COMPENSATION PLAN #3**  
**Salary Increase Differential based on Academic Needs**  
**Academic Needs defined as need to retain teachers with lower salaries**

**I. Salary Range**

\$32,000 to \$65,000, not including current year increases or TRF contributions.

**II. Base Salary Increases**

**A. General Eligibility**

To be eligible for a salary increase, a teacher:

1. Must not have been rated ineffective or improvement necessary in the prior year, AND
2. Must have been employed at least 120 days in the prior year.

A teacher who does not satisfy these eligibility criteria remains at their prior year salary.

**B. 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 was employed in the corporation for at least 120 days in the prior school year.
3. Academic Need – The importance of retaining teachers in the corporation whose salary is less than \$37,000.

**C. Distribution – amounts to be added to a teacher’s base salary**

1. Evaluation rating of highly effective or effective = \$1,000
2. Year of experience = \$300
3. Academic Needs
  - a. Teacher with salary less than \$34,000 after increase for evaluation and experience = \$1,500
  - b. Teacher with salary between \$34,001 and \$36,000 after increase for evaluation and experience = \$1,000
  - c. Teacher with salary between \$36,001 and \$36,999 after increase for evaluation and experience = \$500

The experience factor accounts for 11% of the maximum available salary increase (\$300/\$2,800)

**D. Redistribution**

Any funds otherwise allocated for teachers who were rated ineffective or improvement necessary will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be in the form of a stipend that will be paid at the end of the school year.

**2020 MODEL COMPENSATION PLAN #3-A**  
**Salary Increase Differential based on Academic Needs**  
**Academic Needs defined as the subjects of secondary science, technology, and math**

**I. Salary Range**

\$32,000 to \$65,000, not including current year increases or TRF contributions.

**II. Base Salary Increases**

**A. General Eligibility**

To be eligible for a salary increase, a teacher:

1. Must not have been rated ineffective or improvement necessary in the prior year, AND
2. Must have been employed at least 120 days in the prior year.

A teacher who does not satisfy these eligibility criteria remains at their prior year salary.

**B. Factors and definitions**

1. Evaluation rating means a highly effective or effective evaluation rating for the prior year.
2. Year of experience means being employed in the corporation for at least 120 days in the prior school year.
3. Academic Need means teaching any of the following subjects at the secondary level:
  - a. Science
  - b. Technology
  - c. Mathematics

**C. Distribution – amounts to be added to a teacher’s base salary**

1. Evaluation rating of highly effective or effective = \$1,000
2. Year of experience = \$300
3. Academic Needs
  - a. Science = \$2,000
  - b. Technology = \$1,800
  - c. Mathematics = \$1,500

The experience factor accounts for 9% of the maximum available salary increase (\$300/\$3,300)

**D. Redistribution**

Any funds otherwise allocated for teachers who were rated ineffective or improvement necessary will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be in the form of a stipend that will be paid at the end of the school year.



**2020 MODEL COMPENSATION PLAN #4**  
**Salary Increase Differential to “Reduce the Gap” based on Experience**

**I. Salary Range**

\$32,000 to \$65,000, not including current year increases or TRF contributions.

**II. Average and Gap**

The average of the minimum and maximum teacher salary = \$48,500

The gap between the minimum and average salaries = \$16,500

**III. Base Salary Increases**

**A. General Eligibility**

To be eligible for a salary increase, a teacher must not have received a rating of ineffective or improvement necessary in the prior school year. A teacher who received a rating of ineffective or improvement necessary remains at their prior year salary.

**B. 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 was employed in the corporation for at least 120 days in a given school year.

**C. Distribution – amounts to be added to a teacher’s base salary**

1. Evaluation rating = \$1,000
2. Year of experience -- **The salary increase for experience is to reduce the gap**<sup>1</sup>
  - a. Teachers with one or two consecutive years’ experience with the corporation = \$2,000
  - b. Teachers with three or four consecutive years’ experience with the corporation = \$1,500
  - c. Teachers with five or more consecutive years’ experience with the corporation = \$500

**D. Redistribution**

Any funds otherwise allocated for teachers who were rated ineffective or improvement necessary will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be in the form of a stipend that will be paid at the end of the school year.

**IV. New minimum and maximum, Average, and Gap after the “reduce the gap” salary increase is implemented<sup>2</sup>**

New minimum and new maximum = \$34,000 to \$65,500<sup>3</sup>

The average of the new minimum and maximum teacher salary = \$49,750

The gap between the new minimum and average salaries = \$15,750

The gap has been reduced by \$750.

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<sup>1</sup> The specific increase differential that is used to reduce the gap must be clearly identified.

<sup>2</sup> Note: The increase for experience is exempt from the 50% cap because the specific salary increase to reduce the gap is based on a factor, clearly identified and actually reduces the gap.

<sup>3</sup> For purposes of determining if the gap has been reduced by the specific salary increase, the new minimum and maximum salaries are determined by adding the “reduce the gap” increase to the previous minimum salary and to the previous maximum salary. In this case the new minimum is \$34,000 (\$32,000 + \$2,000), and the new maximum is \$65,500 (\$65,000 + \$500).

**2020 MODEL COMPENSATION PLAN #4-A**  
**Salary Increase Differential to “Reduce the Gap” based on Academic Needs**

**I. Salary Range**

\$32,000 to \$65,000, not including current year increases or TRF contributions.

**II. Average and Gap**

The average of the minimum and maximum teacher salary = \$48,500

The gap between the minimum and average salaries = \$16,500

**III. Base Salary Increases**

**A. General Eligibility**

To be eligible for a salary increase, a teacher must not have received a rating of ineffective or improvement necessary in the prior school year. A teacher who received a rating of ineffective or improvement necessary remains at their prior year salary.

**B. Factors and definitions**

1. Evaluation – The teacher received a highly effective or effective evaluation rating for the prior year.
2. Academic need – The need to retain teachers whose current salary is less than \$37,000.

**C. Distribution – amounts to be added to a teacher’s base salary**

1. Evaluation rating = \$1,000
2. Academic Needs – **The salary increase for academic needs is to reduce the gap**<sup>1</sup>
  - a. Teachers whose current salary is between \$32,000 and \$32,999 = \$2,000
  - b. Teachers whose current salary is between \$33,000 and \$34,999 = \$1,750
  - c. Teachers whose current salary is between \$35,000 and \$36,999 = \$1,500

**D. Redistribution**

Any funds otherwise allocated for teachers who were rated ineffective or improvement necessary will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be in the form of a stipend that will be paid at the end of the school year.

**IV. New minimum and maximum, Average, and Gap after salary increases are implemented**

New minimum and new maximum = \$34,000 to \$65,000<sup>2</sup>

The average of the new minimum and maximum salary = \$49,500

The gap between the new minimum and average salaries = \$15,500

The gap has been reduced by \$1,000

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<sup>1</sup> The specific increase differential that is used to reduce the gap must be clearly identified.

<sup>2</sup> For purposes of determining if the gap has been reduced by the specific salary increase, the “new” minimum is the sum of the old minimum + the “reduce the gap” increase. The new maximum is the sum of the old maximum + the “reduce the gap” increase. In this case, the new minimum is \$34,000 (\$32,000 + \$2,000), and the maximum remains the same (\$65,000 + \$0).

**2020 MODEL COMPENSATION PLAN #5**  
**Salary Increase Differential to implement a Teacher Retention Catch-Up**

**I. Salary Range**

\$37,000 to \$70,000, not including current year increases or TRF contributions.

**II. Base Salary Increases**

**A. General Eligibility**

To be eligible for a salary increase, a teacher must not have received a rating of ineffective or improvement necessary in the prior school year. A teacher who received a rating of ineffective or improvement necessary remains at their prior year salary.

**B. Factors and definitions**

1. Evaluation – The teacher received a highly effective or effective evaluation rating for the prior year.
2. Year of Experience – The teacher was employed in the corporation for at least 120 days in a given school year.
3. Academic need – The need to retain teachers with one or more years' experience with a salary at or below the new teacher minimum by increasing these teachers' salaries up to an additional \$1,500 in comparison to the increase in the new teacher minimum salary.

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

1. Evaluation rating = \$1,000
2. Experience = \$250
3. Academic Needs – **The salary increase for academic needs is a teacher retention catch-up**<sup>1</sup>
  - a. Teachers with at least 1 year of experience whose current salary is \$37,000 prior to increases = \$1,500
  - b. Teachers with at least 2 years' of experience whose current salary is \$37,500 or less prior to increases = \$1,000
  - c. Teachers with at least 3 years' of experience whose current salary is \$38,500 or less prior to increases = \$500
  - Experience accounts for approximately 9% of the total possible increase (\$250/\$2,750). <sup>2</sup>

**D. Redistribution**

Any funds otherwise allocated for teachers who were rated ineffective or improvement necessary will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be in the form of a stipend that will be paid at the end of the school year.

**III. Teacher Retention Catch-Up New Teacher Salary Comparison**

2018-19 New Teacher Starting Minimum Salary = \$37,000

2019-20 New Teacher Starting Minimum Salary = \$38,500

Increase in New Teacher Starting Minimum Salary = \$1,500

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<sup>1</sup> The specific salary increase that is used to implement the teacher retention catch-up must be clearly identified.

<sup>2</sup> Because the academic needs increase is designated as a teacher retention catch-up, it is exempt from the 50% calculation despite including an experience component.