

URBAN LEGENDS

When there is a gap in information, we feel the need to fill in the blanks even if that means using inappropriate pieces of information or our imaginations. That gap-filling can lead to some pretty surprising urban legends. Here are some Urban Legends you may have heard about the Compensation Design Team.

Urban Legend – Compensation is Only for People in the Educator Effectiveness Pilot

Fact: The Board of Education is developing a new compensation system for the ENTIRE professional teaching staff. The compensation system is not based on participation in the pilot group for Educator Effectiveness, District Leadership Team, union membership or any other association. If you are a member of the professional teaching staff, when implemented, the compensation system will impact you.

Urban Legend – Compensation is Only for People on the Compensation Design Team

Fact: The Compensation Design Team includes Directors and members of the professional teaching staff. There is no additional compensation for this venture. Your colleagues have bravely volunteered to provide thoughtful input on how to develop a compensation system that meets the Board's objectives. The input provided by the professional teaching staff is not self-serving, nor is it short-sighted. The entire team recognizes that this is a complex process that will take time and patience before bringing a concept for a new compensation system to the Board of Education.

Urban Legend – The Board of Education has Excluded the District Administrator, Jean Born, from Teacher Compensation

Fact: Wisconsin Statutes are very clear about conflict of interest. Jean Born has elected not be involved with any negotiations or compensation design impacting the professional teaching staff as it would be a violation of the state statute.

Urban Legend – Compensation will be Based on Merit Pay

Fact: There has always been a merit (value) system in place. The old system placed value on years of service and higher education. The Board's compensation system objectives include among other things, recognition of teachers who strive to meet the district's vision and mission for student success and aligns with the Educator Effectiveness Model.

Updated September 25, 2013

Urban Legend – The Professional Compensation Design Team will Determine Who Gets a Salary Increase

Fact: The Board of Education determines salaries for the professional teaching staff. The Board of Education has indicated that it is willing to take input from the Professional Compensation Design Team, however, the input is purely advisory.

Urban Legend – The Professional Compensation Design Team is Top Secret and No One Else is Allowed to Provide Input

Fact: The Professional Compensation Design Team will be reporting regularly to the Board of Education and will share those reports with the full staff. Our doors are always open to you to share your constructive insight.

Urban Legend - The district wants to have all new hires so that everybody is paid the same. NEW

Fact: The district values all teachers. A difference in salaries will likely continue; however, these differences will not be solely associated with years of service or college credits.

Urban Legend - The district has individually negotiated individual teacher contracts for teachers who have threatened to leave. NEW

Fact: The district will not individually negotiate teacher contracts. The district, as an employer in a competitive market, will ensure that it employs innovative professionals. This may possibly require adjusting an individual's job responsibilities and compensation to fulfill the district's goal.

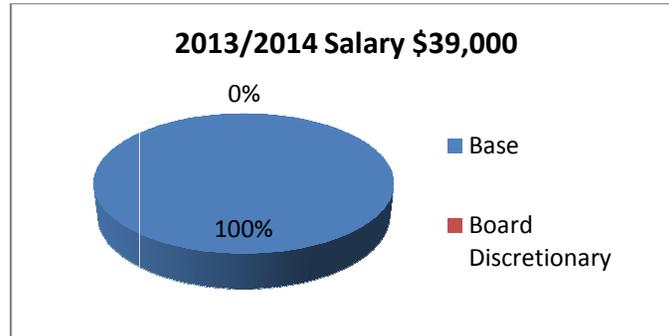
Basic Terms & Concepts*

Base Salary – Your salary is made up of a base salary and the amount over base which we will “Discretionary” because it is a variable determined by the Board. The base salary is a portion of every professional teacher’s salary.

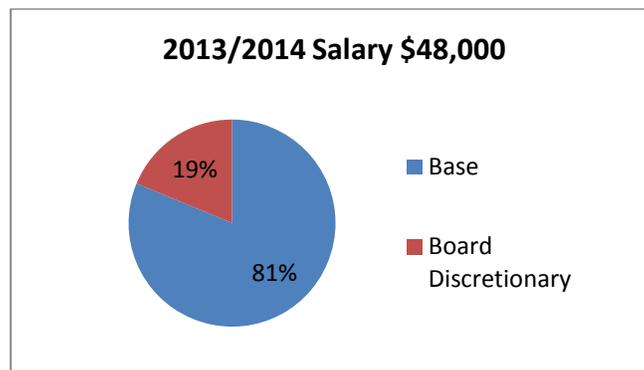
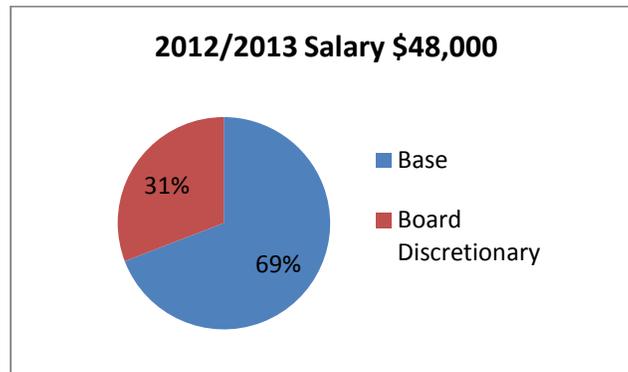
Total Base Wages – The total amount of ALL professional teaching staff Base salary. If there are 140 teachers and their base salary is \$33,195, the total base wages would be \$4,647,300. If there are 140 teachers and their base salary is \$39,000, the total base wages would be \$5,460,000.

Updated September 25, 2013

For professional teaching staff whose salaries were below \$39,000 in 2012/2013 - Increasing the base salary to \$39,000 increased your salary to the base. Your entire salary is Base.



For professional teaching staff whose salaries were above \$39,000 in 2012/2013 – Increasing the base salary to \$39,000 did not increase your total salary, but it does reduce the variable amount determined by the Board. This means that a greater portion of your salary is considered Base and is used when determining CPI for negotiations.



Increasing the Base salary benefits all members of the professional teaching staff, in the short- term and in the long- term. When the Board and Teacher’s Union negotiate, Act 10 only allows these groups to negotiate the CPI amount to increase total base wages. Please note, your school board and your union negotiators are not trying to rip you off, they are just trying to follow the law when negotiating.

Updated September 25, 2013

As noted above, increasing the base wage increases the total base wages upon which to apply the CPI percentage resulting in more dollars available to distribute to the professional teaching staff. This is an immediate short-term benefit. Having a greater percentage of your total salary being considered base provides you with long-term assurance that your salary will not be lower than that amount. Caution: Do not take the last sentence and turn it into another Urban Legend!

If you have an idea about a compensation system that is competitive, affordable and sustainable, legally compliant, demonstrates recognition and aligns with the new professional evaluation system, please feel free to visit with Mary Lofy, Ann Roy, or Mary Blaha. If you have questions about your individual situation, whether it is your current salary or planning for the future, or you want to verify something you heard, feel free to ask us. Remember, we value everyone in the District.

YOU MATTER – All kids matter – Our community matters

*This is a simplified description, as with all governmental applications there are nuances and exceptions!