

ETA U46 Compensation Model

Traditional model and new Career Credit model overview

Highlight of a Few Goals Achieved

Salary increases in every year for every member

Maintenance of retirement provisions:

- 403(b) post-retirement contribution
- health insurance subsidy

Last employee group in U46 with 90-10 premium sharing

Salary
Schedule
Structure
Adopted

**the
ELGIN
agreement**

1996-2000

Elgin Agreement 1996-2000

Salary Schedule Index 1997-2000

	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32	MA+40
0	1.0000	1.0450	1.0900	1.1350	1.1800	1.2250	1.2700	1.3150	1.3600	1.4050
1	1.0450	1.0900	1.1350	1.1800	1.2250	1.2700	1.3150	1.3600	1.4050	1.4500
2	1.0900	1.1350	1.1800	1.2250	1.2700	1.3150	1.3600	1.4050	1.4500	1.4950
3	1.1350	1.1800	1.2250	1.2700	1.3150	1.3600	1.4050	1.4500	1.4950	1.5400
4	1.1800	1.2250	1.2700	1.3150	1.3600	1.4050	1.4500	1.4950	1.5400	1.5850
5	1.2250	1.2700	1.3150	1.3600	1.4050	1.4500	1.4950	1.5400	1.5850	1.6300
6	1.2700	1.3150	1.3600	1.4050	1.4500	1.4950	1.5400	1.5850	1.6300	1.6750
7	1.3150	1.3600	1.4050	1.4500	1.4950	1.5400	1.5850	1.6300	1.6750	1.7200
8	1.3600	1.4050	1.4500	1.4950	1.5400	1.5850	1.6300	1.6750	1.7200	1.7650
9	1.4050	1.4500	1.4950	1.5400	1.5850	1.6300	1.6750	1.7200	1.7650	1.8100
10	1.4500	1.4950	1.5400	1.5850	1.6300	1.6750	1.7200	1.7650	1.8100	1.8550
11	1.4950	1.5400	1.5850	1.6300	1.6750	1.7200	1.7650	1.8100	1.8550	1.9000
12	1.5400	1.5850	1.6300	1.6750	1.7200	1.7650	1.8100	1.8550	1.9000	1.9450
13		1.6300	1.6750	1.7200	1.7650	1.8100	1.8550	1.9000	1.9450	1.9900
14				1.7650	1.8100	1.8550	1.9000	1.9450	1.9900	2.0350
15					1.8550	1.9000	1.9450	1.9900	2.0350	2.0800
16						1.9450	1.9900	2.0350	2.0800	2.1250

Rules that are the foundation of the salary schedule.

Salary Schedule With Pension 1997-98

	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32	MA+40
0	25,625	26,778	27,931	29,084	30,238	31,391	32,544	33,697	34,850	36,003
1	26,778	27,931	29,084	30,238	31,391	32,544	33,697	34,850	36,003	37,156
2	27,931	29,084	30,238	31,391	32,544	33,697	34,850	36,003	37,156	38,309
3	29,084	30,238	31,391	32,544	33,697	34,850	36,003	37,156	38,309	39,463
4	30,238	31,391	32,544	33,697	34,850	36,003	37,156	38,309	39,463	40,616
5	31,391	32,544	33,697	34,850	36,003	37,156	38,309	39,463	40,616	41,769
6	32,544	33,697	34,850	36,003	37,156	38,309	39,463	40,616	41,769	42,922
7	33,697	34,850	36,003	37,156	38,309	39,463	40,616	41,769	42,922	44,075
8	34,850	36,003	37,156	38,309	39,463	40,616	41,769	42,922	44,075	45,228
9	36,003	37,156	38,309	39,463	40,616	41,769	42,922	44,075	45,228	46,381
10	37,156	38,309	39,463	40,616	41,769	42,922	44,075	45,228	46,381	47,534
11	38,309	39,463	40,616	41,769	42,922	44,075	45,228	46,381	47,534	48,688
12	39,463	40,616	41,769	42,922	44,075	45,228	46,381	47,534	48,688	49,841
13		41,769	42,922	44,075	45,228	46,381	47,534	48,688	49,841	50,994
14				45,228	46,381	47,534	48,688	49,841	50,994	52,147
15					47,534	48,688	49,841	50,994	52,147	53,300
16						49,841	50,994	52,147	53,300	54,453

The allocation of monies as salary.

Current Salary Schedule Structure

Step	BA	BA +8	BA +16	BA +24	MA	MA +8	MA +16	MA +24	MA +32	MA +40
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31										

10 Lanes

31 Steps

2017-18 Salary Schedule

Step	BA	BA +8	BA +16	BA +24	MA	MA +8	MA +16	MA +24	MA +32	MA +40
1	42,805	44,731	46,657	48,583	50,510	52,437	54,362	56,288	58,214	60,141
2	44,731	46,657	48,583	50,510	52,437	54,362	56,288	58,214	60,141	62,067
3	46,657	48,583	50,510	52,437	54,362	56,288	58,214	60,141	62,067	63,993
4	48,583	50,510	52,437	54,362	56,288	58,214	60,141	62,067	63,993	65,920
5	50,510	52,437	54,362	56,288	58,214	60,141	62,067	63,993	65,920	67,846
6	52,437	54,362	56,288	58,214	60,141	62,067	63,993	65,920	67,846	69,772
7	54,362	56,288	58,214	60,141	62,067	63,993	65,920	67,846	69,772	71,698
8	56,288	58,214	60,141	62,067	63,993	65,920	67,846	69,772	71,698	73,624
9	58,214	60,141	62,067	63,993	65,920	67,846	69,772	71,698	73,624	75,550
10	60,141	62,067	63,993	65,920	67,846	69,772	71,698	73,624	75,550	77,477
11	62,067	63,993	65,920	67,846	69,772	71,698	73,624	75,550	77,477	79,404
12	63,993	65,920	67,846	69,772	71,698	73,624	75,550	77,477	79,404	81,329
13	65,920	67,846	69,772	71,698	73,624	75,550	77,477	79,404	81,329	83,255
14	65,920	69,772	71,698	73,624	75,550	77,477	79,404	81,329	83,255	85,181
15	65,920	69,772	71,698	75,550	77,477	79,404	81,329	83,255	85,181	87,109
16	65,920	69,772	71,698	75,550	79,404	81,329	83,255	85,181	87,109	89,034
17	65,920	69,772	71,698	75,550	79,404	83,255	85,181	87,109	89,034	90,960
18	66,579	70,470	72,415	76,306	80,198	84,087	86,033	87,980	89,925	91,869
19	67,245	71,174	73,140	77,069	81,000	84,928	86,893	88,860	90,824	92,788
20	67,917	71,886	73,871	77,840	81,810	85,777	87,762	89,748	91,732	93,716
21	68,596	72,605	74,610	78,618	82,628	86,635	88,640	90,646	92,649	94,653
22	69,275	73,324	75,350	79,368	83,387	87,394	89,400	91,406	93,409	95,413
23	69,954	74,043	76,080	80,087	84,096	88,093	90,090	92,087	94,084	96,081
24	70,633	74,762	76,810	80,706	84,705	88,693	90,680	92,667	94,654	96,641
25	71,312	75,481	77,540	81,315	85,314	89,293	91,270	93,247	95,224	97,201
26	72,095	76,300	78,370	82,020	86,043	90,054	93,101	95,270	97,375	99,481
27	72,816	77,072	79,200	83,455	87,711	91,965	94,093	96,222	98,349	100,476
28	73,545	77,842	79,992	84,289	88,588	92,885	95,034	97,184	99,333	101,481
29	74,280	78,621	80,792	85,132	89,474	93,813	95,984	98,156	100,326	102,496
30	75,023	79,407	81,599	85,983	90,369	94,752	96,944	99,138	101,329	103,521
31	75,773	80,201	82,415	86,843	91,272	95,699	97,914	100,129	102,343	104,556

310 Entries

159 Unique Salaries

2017-18 Salary Schedule

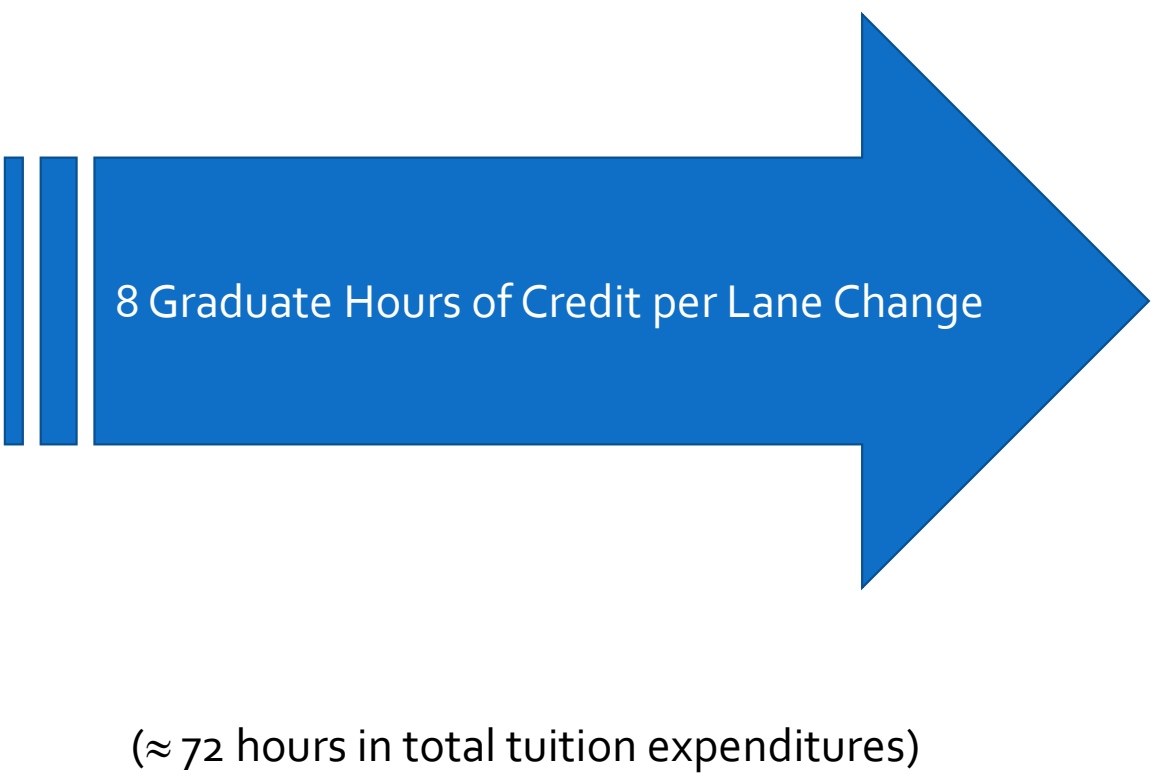
Step	BA	BA +8	BA +16	BA +24	MA	MA +8	MA +16	MA +24	MA +32	MA +40
1	42,805	44,731	46,657	48,583	50,510	52,437	54,362	56,288	58,214	60,141
2	44,731	46,657	48,583	50,510	52,437	54,362	56,288	58,214	60,141	62,067
3	46,657	48,583	50,510	52,437	54,362	56,288	58,214	60,141	62,067	63,993
4	48,583	50,510	52,437	54,362	56,288	58,214	60,141	62,067	63,993	65,920
5	50,510	52,437	54,362	56,288	58,214	60,141	62,067	63,993	65,920	67,846
6	52,437	54,362	56,288	58,214	60,141	62,067	63,993	65,920	67,846	69,772
7	54,362	56,288	58,214	60,141	62,067	63,993	65,920	67,846	69,772	71,698
8	56,288	58,214	60,141	62,067	63,993	65,920	67,846	69,772	71,698	73,624
9	58,214	60,141	62,067	63,993	65,920	67,846	69,772	71,698	73,624	75,550
10	60,141	62,067	63,993	65,920	67,846	69,772	71,698	73,624	75,550	77,477
11	62,067	63,993	65,920	67,846	69,772	71,698	73,624	75,550	77,477	79,404
12	63,993	65,920	67,846	69,772	71,698	73,624	75,550	77,477	79,404	81,329
13	65,920	67,846	69,772	71,698	73,624	75,550	77,477	79,404	81,329	83,255
14	65,920	69,772	71,698	73,624	75,550	77,477	79,404	81,329	83,255	85,181
15	65,920	69,772	71,698	75,550	77,477	79,404	81,329	83,255	85,181	87,109
16	65,920	69,772	71,698	75,550	79,404	81,329	83,255	85,181	87,109	89,034
17	65,920	69,772	71,698	75,550	79,404	83,255	85,181	87,109	89,034	90,960
18	66,579	70,470	72,415	76,306	80,198	84,087	86,033	87,980	89,925	91,869
19	67,245	71,174	73,140	77,069	81,000	84,928	86,893	88,860	90,824	92,788
20	67,917	71,886	73,871	77,840	81,810	85,777	87,762	89,748	91,732	93,716
21	68,596	72,605	74,610	78,618	82,628	86,635	88,640	90,646	92,649	94,653
22	69,282	73,331	75,356	79,404	83,454	87,501	89,526	91,552	93,576	95,600
23	69,975	74,064	76,109	80,198	84,288	88,376	90,422	92,468	94,512	96,556
24	70,675	74,805	76,870	81,000	85,131	89,260	91,326	93,392	95,457	97,521
25	71,382	75,553	77,639	81,810	85,983	90,153	92,239	94,326	96,411	98,496
26	72,095	76,308	78,415	82,628	86,843	91,054	93,161	95,270	97,375	99,481
27	72,816	77,072	79,200	83,455	87,711	91,965	94,093	96,222	98,349	100,476
28	73,545	77,842	79,992	84,289	88,588	92,885	95,034	97,184	99,333	101,481
29	74,280	78,621	80,792	85,132	89,474	93,813	95,984	98,156	100,326	102,496
30	75,023	79,407	81,599	85,983	90,369	94,752	96,944	99,138	101,329	103,521
31	75,773	80,201	82,415	86,843	91,272	95,699	97,914	100,129	102,343	104,556

2017-18 Salary Schedule Increment Values

Step	BA	BA +8	BA +16	BA +24	MA	MA +8	MA +16	MA +24	MA +32	MA +40
1										
2	1,926	1,926	1,927	1,927	1,926	1,925	1,927	1,927	1,927	1,926
3	1,926	1,927	1,927	1,926	1,925	1,927	1,927	1,927	1,926	1,926
4	1,927	1,927	1,926	1,925	1,927	1,927	1,927	1,926	1,926	1,927
5	1,927	1,926	1,925	1,927	1,927	1,927	1,926	1,926	1,927	1,926
6	1,926	1,925	1,927	1,927	1,927	1,926	1,926	1,927	1,926	1,926
7	1,925	1,927	1,927	1,927	1,926	1,926	1,927	1,926	1,926	1,926
8	1,927	1,927	1,927	1,926	1,926	1,927	1,926	1,926	1,926	1,927
9	1,927	1,927	1,926	1,926	1,927	1,926	1,926	1,926	1,927	1,927
10	1,927	1,926	1,926	1,927	1,926	1,926	1,926	1,927	1,927	1,927
11	1,926	1,926	1,927	1,926	1,926	1,926	1,927	1,927	1,927	1,926
12	1,926	1,927	1,926	1,926	1,926	1,927	1,927	1,927	1,926	1,925
13	1,927	1,926	1,926	1,926	1,927	1,927	1,927	1,926	1,925	1,927
14	0	1,926	1,926	1,927	1,927	1,927	1,926	1,925	1,927	1,927
15	0	0	0	1,927	1,927	1,926	1,925	1,927	1,927	1,927
16	0	0	0	0	1,927	1,925	1,927	1,927	1,927	1,925
17	0	0	0	0	0	1,927	1,927	1,927	1,925	1,927
18	659	698	717	757	793	833	853	870	891	910
19	666	704	725	764	801	842	861	879	899	920
20	672	712	731	772	809	850	870	887	908	929
21	679	719	739	779	817	859	879	897	917	938
22	686	726	746	787	825	867	887	905	927	948
23	693	733	753	795	833	876	897	915	936	957
24	700	741	761	803	842	885	905	923	945	966
25	707	748	769	811	851	894	914	933	954	976
26	713	755	776	819	859	902	923	943	964	986
27	721	764	785	828	867	912	933	951	974	996
28	729	770	792	835	876	921	942	961	984	1,006
29	735	779	800	844	885	929	951	971	993	1,016
30	743	786	807	852	894	940	961	981	1,003	1,026
31	750	794	816	861	902	948	971	990	1,014	1,036

ETA Salary Schedule

Step	BA	BA +8	BA +16	BA +24	MA	MA +8	MA +16	MA +24	MA +32	MA +40
1										
2										
3										
4										
5										
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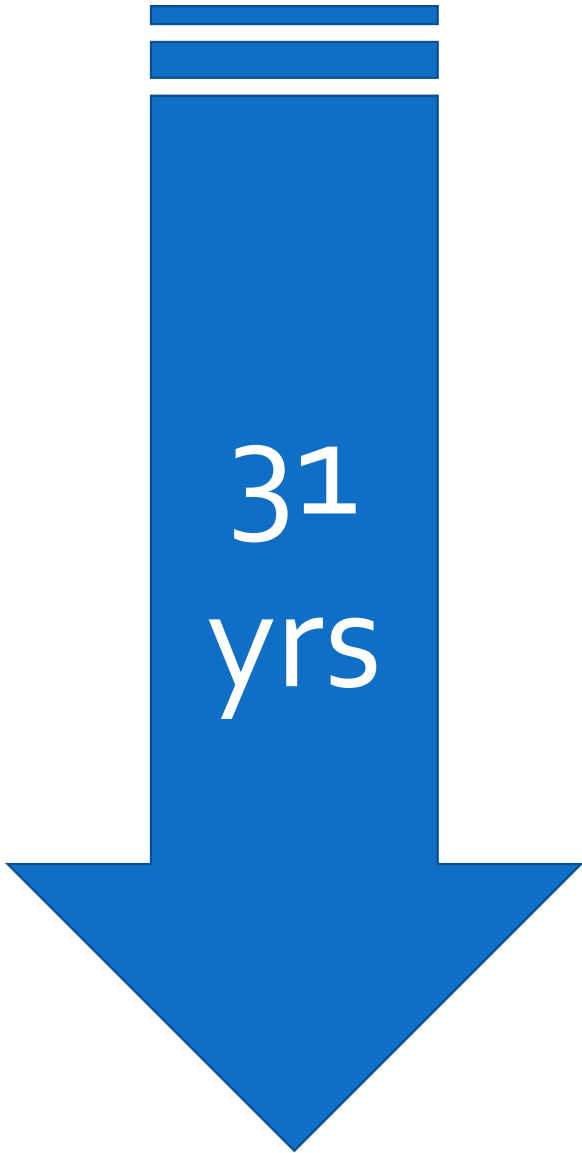


8 Graduate Hours of Credit per Lane Change

(≈ 72 hours in total tuition expenditures)

ETA Salary Schedule

Step	BA	BA +8	BA +16	BA +24	MA	MA +8	MA +16	MA +24	MA +32	MA +40
1										
2										
3										
4										
5										
6										
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(Without any means to accelerate pace through schedule length.)

Compensation
Committee
Considered the
Totality of the
Work

What about all the “other” work that teachers engage in for the benefit of their colleagues, the district, and their students?

Historically, how have we demonstrated we value that work?

Compensation Committee Recommended a Structure to Meet the Following Criteria

- Continued access to a higher salary through experience credit
- Continued access to a higher salary through formal education
- Assurance of annual salary increases to all membership through an increase to the base earning rate linked directly to a salary structure
- Higher starting beginning salary:
 - Greater alignment to equally prepared professionals
 - New members are TRS Tier 2 participants and must have monies available from the onset for prudent financial planning to offset their diminished pension benefit
- Access to the highest wages for all teachers through greater variety of professional enrichment, engagement, training and development opportunities
- Opportunity to shorten the amount of time to reach the highest salary rate
- Creating a manageable means for acknowledging the value to the district the work members currently perform, typically without any compensation
- Striving for equal pay for equal work through equivalent increases in pay when earned
- Removing hidden barriers or diminishments of historical language

Career Credits

It is agreed that a goal of the new compensation model is to recognize the varied ways members engage in improving their individual instructional practice and the environment in which all of their colleagues work and students learn.

A newly created joint Compensation Committee shall have as part of its charge the task of differentiating career credit allocation for future implementation and refinement of the initial allocation.

The compensation committee and the bargaining teams agree that all the work members perform warrants consideration but absent complete participation and experience data the recommendation is to establish a simplified model at this time.

Additionally, there is concern that any premature allocation of differing values may make an unintentional value statement.

New Salary Schedule Structure

Salary Level	Career Credit Range	
1	0	150
2	151	300
3	301	450
4	451	600
5	601	750
6	751	900
7	901	1050
8	1051	1200
9	1201	1350
10	1351	1500
11	1501	1650
12	1651	1800

Career Credits

	Current	Career Credits Awarded
1 year of service	1 step	40 career credits
Graduate hours	8 hours leads to lane change	1 hour = 5 career credits

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- *Continued access to a higher salary through experience credit*
- *Continued access to a higher salary through formal education*
- *Opportunity to shorten the amount of time to reach the highest salary rate*
- *Removing hidden barriers or diminishments created by historical language*

All career credits accrue and carry over from year to year

Career Credits

	Current	Career Credits Awarded
PD Strand*	CPDUs	CPDUs + 5 career credits
National Boards – Initial	Graduate Hours – 9 hours	30 career credits
National Boards – Renewal	Graduate Hours -	15 career credits
TMP Yearly Strand	No additional	10 career credits
TMP Mentor Pool	No compensation	2 career credits
Cooperating Teacher	Tuition waivers	5 career credits
TMP Mentor	Stipend	Stipend
TMP Mentee Quarterly	Hourly rate	Hourly rate

Salary Level	Career Credit Range	
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5	601	750
6	751	900
7	901	1050
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9	1201	1350
10	1351	1500
11	1501	1650
12	1651	1800

- *Access to the highest wages for all teachers through greater variety of professional enrichment, engagement, training and development opportunities*
- *Opportunity to shorten the amount of time to reach the highest salary rate*

All career credits accrue and carry over from year to year

* PD Strand will be series of PD offered on a given theme or topic (likely to be 3 or 4 sessions). Completion of the entire strand will award the Career Credits. Sessions may be during or after work hours and the strand can be completed over different school years.

Career Credits

	Current	Career Credits Awarded
Full academic year committee work	No compensation	15 career credits
Summer break committee work	No compensation	10 career credits
Semester long committee work	No compensation	5 career credits
Building-wide event organized by 2 or more teachers	Hourly rate	2 career credits
Committee Leadership Role	No compensation	5 career credits

Salary Level	Career Credit Range	
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2	151	300
3	301	450
4	451	600
5	601	750
6	751	900
7	901	1050
8	1051	1200
9	1201	1350
10	1351	1500
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- *Opportunity to shorten the amount of time to reach the highest salary rate*
- *Creating a manageable means for acknowledging the value to the district the work members currently perform, typically without any compensation*

All career credits accrue and carry over from year to year

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- Higher starting beginning salary:
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 - New members are TRS Tier 2 participants and must have monies available from the onset for prudent financial planning to offset their diminished pension benefit
- Access to the highest wages for all teachers through greater variety of professional enrichment, engagement, training and development opportunities
- Opportunity to shorten the amount of time to reach the highest salary rate
- Creating a manageable means for acknowledging the value to the district the work members currently perform, typically without any compensation
- Striving for equal pay for equal work through equivalent increases in pay when earned
- Removing hidden barriers or diminishment of historical language

New Salary Schedule

Salary Level	2018-19	2019-20	2020-21
1	\$ 50,000	\$ 51,000	\$ 52,000
2	\$ 55,000	\$ 56,000	\$ 57,000
3	\$ 60,000	\$ 61,000	\$ 62,000
4	\$ 65,000	\$ 66,000	\$ 67,000
5	\$ 70,000	\$ 71,000	\$ 72,000
6	\$ 75,000	\$ 76,000	\$ 77,000
7	\$ 80,000	\$ 81,000	\$ 82,000
8	\$ 85,000	\$ 86,000	\$ 87,000
9	\$ 90,000	\$ 91,000	\$ 92,000
10	\$ 95,000	\$ 96,000	\$ 97,000
11	\$ 100,000	\$ 101,000	\$ 102,000
12	\$ 105,000	\$ 106,000	\$ 107,000

- Assurance of annual salary increases to all membership through an increase to the base earning rate linked directly to a salary structure
- Higher starting beginning salary:
 - Greater alignment to equally prepared professionals
 - New members are TRS Tier 2 participants and must have monies available from the onset for prudent financial planning to offset their diminished pension benefit
- Striving for equal pay for equal work through equivalent increases in pay when earned

Career Credit Allocation

	Current	Career Credits Awarded
1 year of service	1 step	40 career credits
Graduate hours	8 hours leads to lane change	1 graduate hour = 5 career credits
Full academic year committee work	No compensation	15 career credits
Summer break committee work	No compensation	10 career credits
Semester long committee work	No compensation	5 career credits
Building-wide event organized by 2 or more teachers	Hourly rate	2 career credits
Committee Leadership Role	No compensation	5 career credits
PD Strand	CPDUs (when eligible)	CPDUs (when eligible)+ 5 career credits
National Boards – Initial	Graduate Hours – 9 hours	30 career credits
National Boards – Renewal	Graduate Hours -	15 career credits
TMP Yearly Strand	No additional	10 career credits
TMP Mentor Pool	No compensation	2 career credits
Cooperating Teacher	Tuition waivers	5 career credits
TMP Mentor	Stipend	Stipend
TMP Mentee Quarterly	Hourly rate	Hourly rate

Migration to New Model

- I. Current step and lane placement will be converted to career credits and members will be placed accordingly
 - a. 40 credits per step; 40 credits per lane
 - b. Any previously earned graduate credit with evidence by official transcript will be converted into career credits at the Oct. 15 first semester deadline for transcript submission
 - c. Members with hours in the system beyond MA+40 will be given credit for as many as 8 hours beyond the 40 hours already recognized
 - d. In either of the above cases, the greatest number of credits that can qualify for carry forward conversion to career credits is MA+48
- II. If the conversion of step and lane to career credits would place a member in a salary level that is lower than would otherwise be earned on the traditional model, the member will stay on the traditional schedule and begin to accrue career credits. At such time that it is financially beneficial for them to move to the new schedule they will do so.
- III. All new hires will be placed on the new model. This includes both BNTs and ENTs.

Additional Compensation Details

- Retirement
 - 403(b) Post-Retirement Bonus – continues *unchanged*
 - Health insurance premium subsidy – *continues unchanged*
- 403(b) Matching – *new*
 - For those at Salary Level 12 of the new compensation model, the district will match the employee contribution up to 4% every year the member is at Level 12
- Health Insurance
 - Maintain 90/10 Premium Share continues through June 30, 2021 for all currently covered under CBA
 - 85/15 premium share for new hires starting fall of 2018
 - All covered under CBA will be at 85/15 effective July 1, 2021

Next Steps

- An online calculator will be provided on our website to help members walk through the new model and how that will work out for them moving forward
- The full TA will be presented to the BOD and the ETA RA next week
 - TA will be posted online for member review
 - TA presentation will be held at various locations
- All the date and time information can be found on the website and the ETA calendar