



# MTI Teacher Compensation Update

February 20, 2018

## Teacher Compensation Discussions Narrow

At their February 7 meeting, members of the teacher Compensation Work group continued to narrow down the list of potential teacher salary schedule changes to recommend for consideration. Of primary concern is the need to provide salary increases to reward and retain *all teachers* who have experienced relatively stagnant salary growth in the past decade. In addition to a focus on salary increases for all, the committee continues to look at schedule changes that could benefit all teachers as well as targeted adjustments for hard-to-fill areas.

A new concept that the Committee introduced was, rather than consolidating the number of salary Tracks/lanes, perhaps we should look at alternative options for Track movement. Currently, teachers need to earn a Masters degree for Track 4, a second Masters for Track 7 and either a PhD or MFA for Track 8. Perhaps there are alternative options that could also be considered to allow teachers to advance to these Tracks.

The Committee also continues to be interested in identifying compensation incentives to help address high turnover and shortage areas. Annual turnover of Bilingual and Cross Categorical teachers has been reported as 24%-25%. Emergency Licenses on the rise, with CC emergency licenses increasing from 7% to 12% in the past two years and Bilingual emergency licenses increasing from 28% to 44% in the past two years.

While the Teacher Salary Schedule work group is aware that numerous other factors influence teacher attraction and retention, we are exploring what modifications and additional investments could be made to the MMSD teacher salary schedule to help to attract, retain, and reward Madison teachers.

## MTI Summary Analysis of Current Considerations

### Delete “half-steps”, providing annual step movement for all teachers (including part-time)

Positives	Negatives
<ul style="list-style-type: none"> <li>Part-time teachers, and those working less than a full school year, would receive greater annual pay increases</li> <li>Simplicity, all teachers move a full step annually</li> <li>\$120,000 investment</li> </ul>	<ul style="list-style-type: none"> <li>Opportunity cost of \$ (e.g. alternative use of these resources)</li> </ul>

### Remove credit requirements for improvement and incentive levels to allow all teachers to advance steps without credits

Positives	Negatives
<ul style="list-style-type: none"> <li>Allows all teachers to advance steps without requiring additional credits</li> </ul>	<ul style="list-style-type: none"> <li>Removes potential incentives for continuing education</li> </ul>

<ul style="list-style-type: none"> <li>• Benefits all teachers (both new and experienced educators)</li> <li>• Provides for salary advancement for staff currently “frozen” due to lack of credits</li> <li>• Simplification</li> <li>• Consistent with changes in teacher licensure</li> <li>• \$400,000 investment</li> </ul>	<ul style="list-style-type: none"> <li>• Opportunity cost of \$ (e.g. alternative use of these resources)</li> </ul>
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**Advanced placement or annual stipend for identified shortage areas (CC and Bilingual)**

Positives	Negatives
<ul style="list-style-type: none"> <li>• Provides additional economic incentive in high needs/shortage areas of CC and Bilingual</li> <li>• Provides additional compensation for the additional demands on current CC and Bilingual teachers</li> <li>• Could help address recruitment and retention issues of certified CC and Bilingual teachers</li> <li>• \$500,000 to \$2 million investment</li> </ul>	<ul style="list-style-type: none"> <li>• May not impact recruitment and retention. Other factors may be more relevant than \$.</li> <li>• Opportunity costs of \$</li> </ul>

**Provide additional options for Salary Track movement (i.e. in addition to degrees/credits)**

Positives	Negatives
<ul style="list-style-type: none"> <li>• Provides alternative opportunities for salary track advancement in addition to advanced degrees.</li> </ul>	<ul style="list-style-type: none"> <li>• Opportunity costs of \$</li> </ul>

**Next steps**

- MTI to collect member feedback on options with the goal of determining what recommendations (if any) to advance by the end of February
- Communicate draft recommendations to Handbook Review Committee, teachers, superintendent and BOE in late February
- Collect additional feedback on recommended changes from teachers, superintendent and BOE in March
- Finalize joint Handbook Review Committee recommendations (if any) for BOE by end of March. The Board of Education has final say on any changes and will consider any recommendations as part of the 2018-19 MMSD Budget process.