

Faculty Compensation Model Version 04.20.16

3 Primary Goals of this model:

1. Encourage quality applicants to become employees
2. Encourage continuous growth of employees
3. Encourage retention of employees

The Level designations used in this model are not necessarily the same as the number of years a faculty member has taught.

The Mount Horeb Area School District will award faculty members who successfully complete a Professional Development Plan (PDP) with the equivalent of six (6) credits each time proof of completion from the Department of Public Instruction is submitted.

Faculty hired for positions that require a Master's degree for Department of Public Instruction certification in their field will be placed at Level 6M (or higher where appropriate).

Faculty who qualify for advancement on the Faculty Compensation Model due to change in licensure or credit attainment must have official evidence in writing in the District Office prior to September 15.

Cycle A The Initial Educator

This Cycle is for faculty who hold an Initial Educator license from the Department of Public Instruction. Progress through the Levels in Cycle A requires successful annual completion of Educator Effectiveness requirements and progress on her/his Professional Development Plan. Faculty who are on an Improvement Plan or fail to complete the Educator Effectiveness requirements will not advance to the next Level for the following school year.

Bachelor's Degree

Level 1	\$37,500
Level 2	\$38,250
Level 3	\$39,000
Level 4	\$39,750
Level 5	\$40,500

Master's Degree

Level 1M	\$39,500
Level 2M	\$40,250
Level 3M	\$41,000
Level 4M	\$41,750
Level 5M	\$42,500

Cycle B

The Professional Educator

This Cycle is for faculty who hold a Professional Educator license from the Department of Public Instruction. Progress through the Levels in Cycle B requires successful annual completion of Educator Effectiveness requirements plus annual completion of hours of in-service as defined below. Faculty who are on an Improvement Plan or fail to complete the Educator Effectiveness requirements will not advance to the next Level for the following school year. Nurses holding a National Certification of School Nurse will be placed at Level 6 (or higher as appropriate).

Bachelor's Degree

Level 6	\$43,000
Level 7	\$43,750
Level 8	\$44,500
Level 9	\$45,250
Level 10	\$46,000
Level 11	\$46,750
Level 12	\$47,500
Level 13	\$48,250
Level 14	\$49,000
Level 15	\$49,750

Master's Degree

Level 6M	\$45,000
Level 7M	\$45,750
Level 8M	\$46,500
Level 9M	\$47,250
Level 10M	\$48,000
Level 11M	\$48,750
Level 12M	\$49,500
Level 13M	\$50,250
Level 14M	\$51,000
Level 15M	\$51,750

Cycle C

The Advanced Educator

This Cycle is for faculty members who hold a Professional Educator license from the Department of Public Instruction and have completed at least one of the following requirements:

- Hold a Master's degree and served as a faculty member in the Mount Horeb Area School District for at least ten years.
- Successful completion of 36 administratively-approved credits beyond the Bachelor's degree and have been a faculty member in the Mount Horeb Area School District for at least ten years.
- Served as a faculty member in the Mount Horeb Area School District for at least fifteen years

Progress through the Levels in Cycle C requires successful annual completion of Educator Effectiveness requirements plus annual completion of hours of in-service as defined below. Faculty who are on an Improvement Plan or fail to complete the Educator Effectiveness requirements will not advance to the next Level for the following school year.

Bachelor's Degree		Master's Degree	
Level 16	\$52,000	Level 16M	\$54,000
Level 17	\$52,750	Level 17M	\$54,750
Level 18	\$53,500	Level 18M	\$55,500
Level 19	\$54,250	Level 19M	\$56,250
Level 20	\$55,000	Level 20M	\$57,000
Level 21	\$55,750	Level 21M	\$57,750
Level 22	\$56,500	Level 22M	\$58,500
Level 23	\$57,250	Level 23M	\$59,250
Level 24	\$58,000	Level 24M	\$60,000
Level 25	\$58,750	Level 25M	\$60,750

Cycle D

The Master Educator

This Cycle is for faculty who have completed at least one of the following requirements:

- Hold a Master Educator license from the Department of Public Instruction and have been a faculty member in the Mount Horeb Area School District for at least ten years.
- Hold a Professional Educator license from the Department of Public Instruction and have earned either a second applicable Master's Degree or successful completion of 24 administratively-approved credits beyond the Master's degree.
- Hold an applicable Doctoral degree.
- Served as a faculty member in the Mount Horeb Area School District for at least twenty-five years.

Progress through the Levels in Cycle D requires successful annual completion of Educator Effectiveness requirements plus annual completion of hours of in-service as defined below. Faculty who are on an Improvement Plan or fail to complete the Educator Effectiveness requirements will not advance to the next Level for the following school year.

Bachelor's Degree		Master's Degree/Master Educator License		Doctoral Degree	
Level 26	\$61,000	Level 26M	\$63,000	Level 26D	\$65,000
Level 27	\$61,750	Level 27M	\$63,750	Level 27D	\$65,750
Level 28	\$62,500	Level 28M	\$64,500	Level 28D	\$66,500
Level 29	\$63,250	Level 29M	\$65,250	Level 29D	\$67,250
Level 30	\$64,000	Level 30M	\$66,000	Level 30D	\$68,000
Level 31	\$64,750	Level 31M	\$66,750	Level 31D	\$68,750
Level 32	\$65,500	Level 32M	\$67,500	Level 32D	\$69,500

Faculty members who have completed Level 32 will have .5% of their current annual pay amount added to each subsequent year's contract. These faculty members are within and subject to all the requirements of Cycle D.

In-service requirements

All faculty in Cycles B, C and D will be required to complete the indicated number of in-service hours annually to be eligible for advancement to another Level or Cycle. The intent of this in-service requirement is to provide annual training in the profession in topics relevant to each faculty member. The activities must take place outside the contract hours stipulated in the Employee Handbook. All activities require prior approval by each faculty member's immediate supervisor.

Faculty employed at .5 or less FTE (Full Time Equivalent) will complete four hours of in-service; faculty employed at .51 or greater FTE will complete eight hours of in-service.

Acceptable activities could include (but are not limited to):

- In-service courses offered 'in house' by district employees
- district-approved workshops
- involvement in district and/or building committees that meet outside the contract day
- district-approved college courses (if used for satisfying the in-service requirement, they cannot be also used toward advanced degrees that would offer promotion to another Cycle)
- district-approved professional development opportunities offered by regional/state/national organizations affiliated with specific grade or content areas

Faculty must submit written proof of In-service requirement completion by April 30 for advancement within a Cycle or to change Levels for the following school year. In-service hours can be accumulated beginning May 1 for the following school year.

Funding Considerations

The Faculty Compensation Model is premised on the assumption that it will include level increases each fiscal year for all who qualify provided budgetary funds are available as determined by the District. The District will make every attempt to not freeze movement for more than two consecutive years for faculty who have satisfied the requirements for level advancement. In addition, the Board may increase the dollar value of the levels as the annual budget allows.

Level and Cycle Movement Limitations

There may be faculty who have qualified for a Cycle that is higher than his/her current salary using the descriptors attached to each Cycle. Beginning in the 2016 – 2017 school year, those faculty will be limited to two Level advancements per year until such a point as the person is at the appropriate location on the FCM. This limitation applies to any combination of vertical and/or horizontal moves.

[The passage below is included strictly for historical purposes to explain the transition from the “Point System” used during the 2014 – 2015 school year to the “Faculty Compensation Model” put into place starting with the 2015 – 2016 school year.]

Moving to the Faculty Compensation Model from the Point System:

1. No faculty will receive less compensation for teaching in 2015-2016 than in 2014-2015.
2. All faculty can continue to earn points through June 30, 2015.
3. Human Resources office will establish total points for each faculty as of June 30, 2015.
4. Payroll office will use point value from Step 3 to determine salary for 2015-1016 using point system model in place for the 2014 – 2015 school year.
5. Payroll office, in conjunction with faculty representatives, will migrate faculty to the closest dollar value on the Faculty Compensation Model (FCM), using the appropriate degree column. [Cycle descriptors will not be used for this initial placement.]
6. When Step 5 results in a salary increase that is greater than 2%, a “placeholder cell” will be established. [Placeholder cells are not Levels. They are temporary steps that will “evaporate” when the employee is placed at a permanent Level on the FCM.]