



Alternative Compensation System for Teachers

New for the 2013–2014 School Year

Investing in Excellence

Carefully designed by teachers and other education stakeholders, our system recognizes and rewards effective teaching based on multiple measures.

Guiding Principles

Through our alternative compensation system, we are committed to:

- Rewarding quality instruction
- Attracting and retaining high-quality faculty
- Rewarding staff regardless of seniority or position
- Using valid measurements of student growth to help assess staff performance
- Fostering collaboration and teamwork in buildings and across the district
- Sustainability—now and in the future

All Perry'sburg Education Association members who are current district faculty members have the opportunity to earn their compensation through the new system.

Earning Compensation through our New System

Educators who opt-in will be positioned at a level on the Alternate Salary Schedule based on their current salary and education level. Teachers will have an opportunity to earn points each year and will receive a one-time payment based on the points they earn—from 10 to 100 points. Teachers who earn 70 or more points in a given year will move to the next level the following year in addition to receiving the corresponding one-time payment. Educators who opt-in *cannot* and *will not* receive a salary reduction as part of the system.

Opt-In for 2013–14 by January 6, 2014 and Receive \$1,500

Educators may choose to participate in the system by giving written notice to Aura Norris by January 6, 2014 (5 p.m.). Forms are available in each school office. **Those who opt-in for the second semester of the 2013–14 school year will receive a one-time \$1,500 bonus.**

Opt-In for 2014–15 by June 6, 2014 and Receive \$1,000

Educators have a second opportunity to participate in the system by giving written notice to Aura Norris by June 6, 2014 (5 p.m.). Forms are available in each school office. **Those who opt-in for the 2014–15 school year will receive a one-time \$1,000 bonus.**

Learn More

We welcome your inquiries! Please contact Aura Norris, Executive Director of Human Resources and Operations, at (419) 874-9131, ext. 2131 or anorris@perrysburgschools.net to talk through the alternative compensation system and ask any questions.

Perrysburg Schools 2013-14 Alternate Salary Schedule






Level	Education/Salary		One-Time Payment Amount								
	BS	MA	10 Points	20 Points	30 Points	40 Points	50 Points	60 Points	70 Points	80 Points	90-100 Points
EC 1	\$39,700	\$43,670	\$200	\$400	\$600	\$800	\$1,000	\$1,200	\$1,400	\$1,600	\$1,800-\$2,000
EC 2	\$41,288	\$45,258	\$200	\$400	\$600	\$800	\$1,000	\$1,200	\$1,400	\$1,600	\$1,800-\$2,000
EC 3	\$42,876	\$46,846	\$200	\$400	\$600	\$800	\$1,000	\$1,200	\$1,400	\$1,600	\$1,800-\$2,000
PRO 1	\$46,052	\$50,022	\$200	\$400	\$600	\$800	\$1,000	\$1,200	\$1,400	\$1,600	\$1,800-\$2,000
PRO 2	\$49,228	\$53,198	\$200	\$400	\$600	\$800	\$1,000	\$1,200	\$1,400	\$1,600	\$1,800-\$2,000
PRO 3	\$52,404	\$56,374	\$200	\$400	\$600	\$800	\$1,000	\$1,200	\$1,400	\$1,600	\$1,800-\$2,000
PRO 4	\$55,580	\$59,550	\$200	\$400	\$600	\$800	\$1,000	\$1,200	\$1,400	\$1,600	\$1,800-\$2,000
PRO 5	\$58,756	\$62,726	\$200	\$400	\$600	\$800	\$1,000	\$1,200	\$1,400	\$1,600	\$1,800-\$2,000
PRO 6	\$61,932	\$65,902	\$200	\$400	\$600	\$800	\$1,000	\$1,200	\$1,400	\$1,600	\$1,800-\$2,000
PRO 7	\$65,108	\$69,078	\$200	\$400	\$600	\$800	\$1,000	\$1,200	\$1,400	\$1,600	\$1,800-\$2,000
PRO 8	\$68,284	\$72,254	\$200	\$400	\$600	\$800	\$1,000	\$1,200	\$1,400	\$1,600	\$1,800-\$2,000
PRO 9	\$71,460	\$75,430	\$200	\$400	\$600	\$800	\$1,000	\$1,200	\$1,400	\$1,600	\$1,800-\$2,000
SP 1	\$73,048	\$77,018	\$200	\$400	\$600	\$800	\$1,000	\$1,200	\$1,400	\$1,600	\$1,800-\$2,000
SP 2	\$74,636	\$78,606	\$200	\$400	\$600	\$800	\$1,000	\$1,200	\$1,400	\$1,600	\$1,800-\$2,000
SP 3	\$76,224	\$80,194	\$200	\$400	\$600	\$800	\$1,000	\$1,200	\$1,400	\$1,600	\$1,800-\$2,000
SP 4	\$77,812	\$81,782	\$200	\$400	\$600	\$800	\$1,000	\$1,200	\$1,400	\$1,600	\$1,800-\$2,000
SP 5	\$79,400	\$83,370	\$200	\$400	\$600	\$800	\$1,000	\$1,200	\$1,400	\$1,600	\$1,800-\$2,000
SP 6	\$80,988	\$84,958	\$200	\$400	\$600	\$800	\$1,000	\$1,200	\$1,400	\$1,600	\$1,800-\$2,000
LC 1	\$82,973	\$86,943	\$200	\$400	\$600	\$800	\$1,000	\$1,200	\$1,400	\$1,600	\$1,800-\$2,000

**Teachers who earn 70 or more points in a year will move to the next level the following year.
Payments for points are one-time; each employee's points reset at the end of each year.**

Level Definitions: EC=Early Career, PRO=Professional, SP=Specialist, LC=Late Career

Example: A teacher may find his or her Level by locating the correct education level column and then looking up his or her current salary, rounding up. If a teacher makes \$52,647 and has a master's degree, s/he would be a PRO 2. If s/he earns 70 points this year, then in 2014-15 s/he will move to PRO 3 and receive a one-time payment of \$1,400. If s/he earns 60 points, in 2014-15 s/he would remain a PRO 2 and would receive a one-time payment of \$1,200. Regardless of Level, each year the teacher is eligible to earn a one-time payment based on the points s/he earns that year.

Alternative Compensation System—Achievement Points

		POINTS																				
	PROFESSIONAL GROWTH	<div><div>30</div><div>For Either 1 or 2</div></div> <div><div>1. 5+ CEUs from July 1–June 30 or coursework that supports district mission and was taken outside the school day <i>or</i></div><div>2. Master teacher or National Board certification</div></div>																				
	ORGANIZATIONAL CITIZENSHIP	<div><div>20</div><div>Maximum</div></div> <div><div>1. Mentor/facilitator for teachers in Resident Educator Program (20 points) <i>or</i></div><div>2. Cooperating classroom teacher in co-teaching environment (15 points) <i>or</i></div><div>3. Teacher activity sheet (1–15 points)</div></div>																				
	STUDENT GROWTH	<div><div>20</div><div>Maximum</div></div> <div><div>1. Building grade is A (3.5–4.0), B (2.75–3.49), or C (2.25–2.74 and shows .25 improvement from previous school year) <i>and</i></div><div>2. Building grade has not declined from previous school year</div></div>																				
	COLLABORATION	<div><div>20</div></div> <div>Evidence of continued collaboration to close achievement gap in reading, math, or science Measured by grade, team, or department student learning objectives</div>																				
	ATTENDANCE	<div><div>20</div></div> <div>Absent <5 days during school year <i>Not including military leave, family medical leave, personal days, assault leave, jury duty, religious holidays, and/or professional leave days</i></div>																				
		<table><tr><th>Building Grade</th><th>Ineffective</th><th>Developing</th><th>Skilled</th><th>Accomplished</th></tr><tr><td>A</td><td>0 points</td><td>12 points</td><td>18 points</td><td>20 points</td></tr><tr><td>B</td><td>0 points</td><td>10 points</td><td>15 points</td><td>18 points</td></tr><tr><td>C</td><td>0 points</td><td>0 points</td><td>10 points</td><td>15 points</td></tr></table>	Building Grade	Ineffective	Developing	Skilled	Accomplished	A	0 points	12 points	18 points	20 points	B	0 points	10 points	15 points	18 points	C	0 points	0 points	10 points	15 points
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10 Points: \$200 | 20 Points: \$400 | 30 Points: \$600 | 40 Points: \$800 | 50 Points: \$1,000 | 60 Points: \$1,200
70 Points: \$1,400 | 80 Points: \$1,600 | 90–100 Points: \$1,800–\$2,000

At least 70 achievement points must be earned in one year to move up to the next level.



Alternative Compensation System Frequently Asked Questions (FAQs)

These frequently asked questions have been developed to help Perrysburg Schools educators and stakeholders learn about the new alternative compensation system, understand the benefits for teachers and students, and teachers determine if they would like to participate.

What is alternative compensation?

Alternative compensation, also known as strategic compensation, is the alignment of desired organizational goals with compensation. Well-designed systems can:

- Increase student outcomes
- Reward or incent individual or team performance, input, and actions
- Increase professional growth through teamwork
- Allow individuals to control their own reward or pay
- Link individuals to goals/organizational strategy
- Assist in recruiting and retaining high performers
- Inform professional development programs
- Provide data to be used in evaluation

Why did we develop an alternative compensation system?

We recognized that our former compensation system had many inequities. It was not aligned with the district's strategic goals. Instead of rewarding excellence in teaching, it acknowledged longevity. A traditional step system, it did not differentiate between teachers who devote significant time and effort to honing their craft and teachers who are less committed.

In partnership with the Perrysburg Education Association (PEA), we set out to create an alternative compensation system that respects the individual accomplishments of staff members. Our new system was thoughtfully designed to reward the skills and behaviors that teachers must possess to be successful in the classroom and improve student learning.

How is the system funded?

The district was awarded \$225,000 from the Ohio Department of Education to assist with development and implementation of the system. We submitted an extensive application to receive this competitive grant. District funds will sustain the system over time.

Who designed the system?

In fall 2012, we formed a compensation committee to develop and implement the new system to reward teachers based on multiple measures of performance. The collaborative committee was comprised of 24 members, including:

- Teachers (*the majority of members*)
- Superintendent and treasurer
- Principals and other administrators
- Local business leaders
- University representatives
- Not-for-profit organization representatives

The committee met over a 6-month period, from January–June 2013. In partnership with the Board of Education, they designed our model to reflect the latest research by leading experts in the field, business models, and districts across the country that have successfully implemented plans to compensate educators. The committee also ensured the system reflects the district’s mission and strategic plan.

Some modifications were made to the committee’s work through negotiations with the Perrysburg Education Association (PEA) in summer and fall of 2013. The PEA and Board have entered into a Memorandum of Understanding that establishes the new system.

How does this system support teachers?

Our alternative compensation system was carefully designed by a committee—with the majority of members being Perrysburg teachers—over a 6-month period. The following principles guided our efforts to create a sustainable system that supports the “right things,” including:

- Rewarding quality instruction
- Attracting and retaining high-quality faculty
- Rewarding staff regardless of seniority or position
- Using valid measurements of student growth to help assess staff performance
- Fostering collaboration and teamwork in buildings and across the district

Professional development is an important part our system. Teachers have the opportunity to participate in targeted professional learning activities and potentially earn an award.

Who is eligible to participate in the new system?

All Perrysburg Education Association (PEA) members who are current district faculty members have the opportunity to opt-in and earn their compensation through the new system. PEA educators in all grades, subjects, and positions may choose to participate.

Am I required to participate?

No, educators are not required to participate in the alternative compensation system. The choice is entirely up to them.

How do I opt-in?

Educators may opt-in for the 2013–14 school year by giving written notice to Aura Norris by January 6, 2014 (5 p.m.). Forms are available in each school office. A one-time \$1,500 bonus will be awarded to those individuals.

If I do not opt-in for the 2013–14 school year, will I have the option to participate down the road?

Educators will have a second opportunity to opt in for the 2014–15 school year by submitting written notice by June 6, 2014. A one-time bonus of \$1,000 will be awarded to those individuals.

If I opt-in, how long is my commitment? Do I ever have the option to opt-out?

Your commitment is through the 2015–16 school year. You may opt-out any time after that.

Is it possible for my salary to decrease?

The only way your salary will decrease is through a uniform reduction in all teacher salaries throughout the district, or unless you opt to return to the Salary Schedule B after your initial commitment.

For the Achievement Points part of the system, who reviews my coursework (as part of the Professional Growth section)?

The district LPDC (Local Professional Development Committee), District Level Team (DLT), Building Level Team (BLT), and principals.

How do I provide proof of CEUs, coursework, master teacher, and/or National Board certification status?

Please submit evidence of CEUs, coursework, master teacher, and/or National Board certification to the Local Professional Development Committee (LPDC).

How can I become a mentor/facilitator as part of the Resident Educator Program?

Teachers with at least five years of experience who are interested in becoming a mentor should contact their principal for more information. Mentors are considered based on the match between grade level or content area and the needs of the Resident Educator. Mentoring requires a minimum of 1–2 hours per week for three consecutive years, attending monthly meetings, and regular collaboration and support for the Resident Educator.

Criteria for mentors can be found on the Ohio Department of Education (ODE) website. Visit <http://education.ohio.gov> and enter “Mentor Selection Tool” in the search box.

What if value-added data is delayed, thus delaying building grades?

If value-added data is delayed—affecting the building grade—any payments will be made as soon as the data is available. If this affects movement to a higher level, pay increases will be retroactive to the beginning of the contract year.

Will the system change over time to continue meeting our needs?

Yes. This is a pilot program for the life of our contract. The system will be evaluated during the pilot and recommendations will be made for contracts going forward.

Whom do I contact if I have questions?

Please contact Aura Norris, Executive Director of Human Resources and Operations, at (419) 874-9131, ext. 2131 or anorris@perrysburgschools.net with any questions.