

**ARTICLE TWO**  
**SALARY SYSTEM**  
**2017-18 and 2018-19**

Teacher compensation is based upon performance by earning units in the following defined categories:

1. Year of Experience (Category 1 below)
2. Education (Category 2 below)
3. Academic Needs of Students (Categories 2 and 3 below)
4. Assignment of Instructional Leadership Roles (Category 4 below)
5. Evaluation (Category 5 below)

Teachers may earn up to one (1) unit in category 1; up to two (2) units in category 2; up to two (2) units in category 3; up to one (1) unit in category 4; up to three (3) units in category 5. Performance pay salary increases, based on the acquisition of units, are indicated on the salary range.

Teachers receiving a Needs Improvement or Ineffective evaluation are not eligible for units in any category or for any other salary adjustment.

**Category Definitions**

1. Year of Experience

1 unit = each year of experience with the MSD of Wayne Twp. A year of experience is defined as a minimum of 120 paid days as defined by the Indiana Public Retirement System (formerly Teacher Retirement Fund).

2. Education (Content-area degrees/credit hours) OR Academic Needs of Students 1

1 unit = one of the following statutory salary increase factors is met:

- Education- Teacher possesses a content-area Master's Degree or teacher has earned three (3) hours of graduate credit in a content area (as defined by IDOE) in which they are teaching, or as approved by the superintendent

OR

- Academic Needs of Students 1-
  - Teacher received a pre-approved certification, i.e. AVID, International Baccalaureate, High Ability, Advanced Placement, National Board Certification, Career and Technical, etc. Approval to receive the chosen certification must be in writing through the office of the Assistant Superintendent for Human Resources

OR

- District in-service training/curriculum mapping.

OR

- o Eighteen (18) Professional Growth Points toward license renewal.

OR

2 units = Education-Teacher is in the *first year* of possessing a content-area Master's Degree.

### 3. Academic Needs of Students 2

1 unit = teacher maintains a minimum of 96.4% attendance during the contractual year. This requirement excludes the following:

- Approved Paid FMLA Leave
- Bereavement Leave
- Personal Days
- Military Leave
- Professional Leave
- Jury Duty

OR

2 units = teacher maintains a minimum of 99.5% attendandance during the contractual year. This requirement excludes the following:

- Bereavement Leave
- Military Leave
- Professional Leave
- Jury Duty

### 4. Assignment of Instructional Leadership Roles

1 unit = One of the following qualifications is met:

- Teacher is recognized for leadership by a state or national education association such as the Indiana Department of Education, U.S. Department of Education, Milken Institute, content associations, etc.
- Voluntary Assignment to building or district leadership/committee work such as textbook adoption committee, school improvement committee, data team, common assessment team, Policy Advisory Committee (PAC), WTCTA Executive Board, WTCTA building representatives, etc.
- Voluntary Assignment as a tutoring/coaching/activity/club sponsorship with a minimum of 15 hours and approved by the building principal or supervisor.

### 5. Evaluation

2 units = teacher receives an Effective evaluation.

3 units = teacher receives a Highly Effective evaluation.

The overall salary range will be \$42,500 to \$83,270 before any increase negotiated under this agreement.

**2017 – 2019 Salary Range**

<b>Units</b>	<b>Base Salary</b>
0	\$42,500
18	\$49,295
36	\$56,090
54	\$62,885
72	\$69,680
90	\$76,475
108	\$83,270

Each additional 18 units >108 = \$1,500 stipend.

Salary increases as a result of adjustment to the overall range will be granted to eligible teachers based 80% on receipt of an effective or highly effective evaluation and 20% on an additional year of experience as defined above.

No teacher rated ineffective or needs improvement will be eligible for any increase, whether based on an increase in units or on an adjustment to the overall range. Any money that would have been given to teachers who were rated ineffective or needs improvement will be equally distributed amongst all teachers receiving an effective or highly effective evaluation rating.