

CEDARBURG SCHOOL DISTRICT EDUCATOR COMPENSATION

Compensation Philosophy & Objectives

The Cedarburg School District maintains a compensation plan to attract, retain and reward effective classroom teachers and educational specialists. The School Board believes that all compensation should be directly related to an educator's effectiveness and strives to compensate educators fairly and consistently while being fiscally responsible to taxpayers. The Board is committed to a sustainable, fair, equitable and competitive compensation plan that offers:

1. competitive entry-level salaries for new educators and competitive salaries for experienced educators who routinely meet or exceed the CSD's high standards of performance;
2. timely, annual salary increases for educators rated Effective, Highly Effective or Distinguished per summative evaluation ratings within the framework of the evaluation system;
3. annual performance-based retention bonuses for educators rated Effective, Highly Effective or Distinguished;
4. periodic market-based salary adjustments for high-performing educators, recognizing an individual's skills, experience, demonstrated effectiveness and leadership potential, while also considering internal equity between Cedarburg educators with comparable experience, assignments, certification, leadership roles and co- or extra-curricular responsibilities.

Compensation Plan Description

Fluctuations in the annual Consumer Price Index, along with the unpredictable nature of state funding and salary negotiations, impact the amount of funds available for compensation increases each year. Those factors also contribute to variations in individual educator salary increases and bonuses. The Board intends to allocate up to 100% of the yearly CPI increase toward the pool of funds dedicated to educator salary increases and is committed to providing individual performance-based salary increases up to \$1,650. As educators reach the upper end of the salary range, annual compensation increases may differ from educators whose salaries are at the lower end of the range. Cedarburg School District full-time educators typically experience salaries that range from \$40,000 to just under \$80,000.

The Board is also committed to awarding annual performance-based retention bonuses that may be up to \$3,000. The retention bonus is paid out in the fall of the following school year only to employees who return to the District. Changes in state funding/revenue, or changes in School Board composition/philosophy may result in adjustments to the compensation amounts.

Cedarburg Educators earn a performance rating within the MyLearningPlan System, based on the sum of the individual scores for each Stronge Standard. Each Standard is scored as either a 1 for Unacceptable, 2 for Needs Improvement, 3 for Effective or 4 for Distinguished. A score of 2 or lower in any Standard automatically excludes the Educator from being rated Highly Effective or Distinguished under the compensation plan. Veteran educators receive the summative performance rating after the 3rd year of the evaluation cycle. That rating stays with the educator for compensation purposes until the next summative year. New educators are summatively evaluated each of the first three years in the District.

A summative rating of "Effective" is the minimum expectation in Cedarburg. For veteran educators, a rating below Effective will generally result in intensive supervision and if improvement is not demonstrated, contract nonrenewal. Detailed rubrics developed by the Cedarburg School District are used to provide clear expectations for each Stronge Standard.

Cedarburg Educator Compensation Plan Scoring Guide												Overall Performance Score	Cedarburg Educator Performance Rating (Determines Salary Increase & Bonus)
Teacher & Educational Specialist Performance Rating by ©Stronge Standard													
Standard 1 Professional Knowledge		Standard 2 Instructional Planning (Communication & Collaboration)		Standard 3 Instructional Delivery (Assessment)		Standard 4 Assessment for & of Learning (Program Planning & Management)		Standard 5 Learning Environment (Program Delivery)		Standard 6 Professionalism			
3 or 4	+	3 or 4	+	3 or 4	+	3 or 4	+	3 or 4	+	3 or 4	=	24 23	= Distinguished
3 or 4	+	3 or 4	+	3 or 4	+	3 or 4	+	3 or 4	+	3 or 4	=	22 21	= Highly Effective
2 or 3 or 4	+	2 or 3 or 4	+	2 or 3 or 4	+	2 or 3 or 4	+	2 or 3 or 4	+	2 or 3 or 4	=	20 19 18	= Effective
2 or 3 or 4	+	2 or 3 or 4	+	2 or 3 or 4	+	2 or 3 or 4	+	2 or 3 or 4	+	2 or 3 or 4	=	17 16	= Needs Improvement
<p>*Performance Score Levels</p> <p>4 = Distinguished</p> <p>3 = Effective</p> <p>2 = Needs Improvement</p> <p>1 = Unacceptable</p> <p>*A score below 3 in any Standard automatically excludes the Educator from being rated Highly Effective or Distinguished under the Cedarburg Compensation Plan.</p>													

The Board reserves the right to provide additional “performance & market-based” salary increases based on educator performance and the degree of difficulty in finding replacements to fill positions. Similar to the Performance-Based Retention Bonus, the performance & market-based salary increase is paid with funds that are outside of the CPI pool of money. The amount of funds for such increases will always be limited and the criteria for awarding those salary increases will vary from year to year.