

CEDARBURG SCHOOL DISTRICT

Educator Compensation Philosophy & Objectives

The Cedarburg School Board strategically compensates to attract, retain and reward effective educators. Sustainability and fiscal responsibility are constant considerations, as is the need to balance external market demands with internal equity. Effectiveness, leadership, certifications, and other positive contributions are determining factors for salary adjustments and bonuses. Full-time educator salaries range from \$48,000 to over \$90,000. As educators reach the upper end of the salary range, compensation increases may differ from educators whose salaries are at the lower end of the range. The Board is committed to fair, equitable and competitive compensation practices, including:

1. competitive entry-level salaries for new educators;
2. competitive salaries for experienced educators;
3. annual performance-based salary increases;
4. annual performance-based retention bonuses;
5. periodic performance and/or market-based salary adjustments.

Compensation “Pools”

The following “pools” of funds are used to compensate Cedarburg educators.

- A. **The Consumer Price Index Base Salary Pool** - The Board normally allocates 100% of the allowable yearly CPI increase toward the pool of funds dedicated to educator base salary increases. The higher the CPI Index is, the more difficult it is to budget a total CPI increase. As the CPI varies from year to year, and the distribution of those funds is subject to negotiations, it is not possible to predict the amount by which salaries will increase from year to year. Individual CPI salary increases average around \$1,000 per year, but actual amounts vary considerably.
- B. **Performance-Based Retention Bonus Pool** - The Board has dedicated roughly \$300,000 per year for bonuses, which are not added to salaries. The retention bonus is paid out in the fall of the following school year to employees who return to the District. Over the years, the individual bonus amounts have ranged from \$650 to \$3,000. Educators rated “Distinguished” receive the highest bonus (typically \$1,750 to \$2,000). “Highly Effective” educators receive the next highest (typically \$1,500 to \$1,750 and “Effective” educators are awarded the smallest bonus (typically \$1,000 to \$1,250).
- C. **Performance & Market-Based Salary Pool** – As available, additional funds have been dedicated to performance and market-based salary increases outside of the negotiated CPI increase. The criteria and amounts vary from year to year and are issued at various points during any given year. The individual amounts range from around \$1,000 to \$3,000 and are added to the educator’s salary. The Board has approved over \$1.5 million to teachers’ salaries since 2015-16.

Cedarburg Educator Evaluation Rating Guide												Overall Performance Score	Cedarburg Educator Performance Rating (may impact salary increases & bonus)
Teacher & Educational Specialist Performance Rating per ©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		Overall Performance Score	Cedarburg Educator Performance Rating (may impact salary increases & bonus)
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, 3 or 4	+	2, 3 or 4	+	2, 3 or 4	+	2, 3 or 4	+	2, 3 or 4	+	2, 3 or 4	=	20 19 18	Effective
1, 2, 3 or 4	+	1, 2, 3 or 4	+	1, 2, 3 or 4	+	1, 2, 3 or 4	+	1, 2, 3 or 4	+	1, 2, 3 or 4	=	17 16	Needs Improvement
*Performance Score Levels: 4 = Distinguished 3 = Effective 2 = Needs Improvement 1 = Unacceptable													
*A score below 3 in any Standard typically excludes the Educator from being rated Highly Effective or Distinguished under the Cedarburg Rating System.													

Cedarburg Educators earn a performance rating within the Frontline Evaluation System based on the sum of the individual scores for each of the six Stronge Standards. Rubrics are used to provide clear expectations for each Standard. New educators are summatively evaluated each of the first three years in the District. Veteran educators receive the summative performance rating after the 3rd year of the evaluation cycle. Barring any significant issues, that rating stays with the educator for compensation purposes until the next summative year. Bonus compensation may be based on the performance rating to varying degrees. Bonus amounts are determined annually and the criteria is at the discretion of the Board.

A summative rating of “Effective” is the minimum expectation in Cedarburg. For veteran educators, a rating of Effective or below Effective may result in intensive supervision, minimal or no compensation increases, and if improvement is not demonstrated, contract nonrenewal.