

(Revised – April, 2017)

## II. PROFESSIONAL COMPENSATION SYSTEM

Effective July 1, 2014, Superintendent Durkin will implement the following new performance-based compensation system which contains a career path and which compensates professional employees based on individual effectiveness, professional growth, and student academic growth. This new system replaces the salary schedule in the NEBA Unit A collective bargaining agreement.

Basic principles of the plan:

- Provides competitive compensation for teachers
- Rewards teachers for excellent performance and effectiveness
- Provides a career path for teachers to grow professionally without leaving the classroom
- Provides opportunities to reward teachers for their contributions to student growth

The new professional compensation system will be implemented for professional employees in the John Avery Parker Elementary School and will include a teacher career ladder containing five tiers—Novice, Developing, Career, Advanced, and Master—that will compensate teachers commensurate with their development and impact on students. This new system replaces the salary schedule in effect during the 2013-2014 school year. It is envisioned that student outcomes will improve by creating a professional compensation system that will attract new high-potential teachers and retain our best performers and leaders.

The Commissioner's designee for the John Avery Parker Elementary School may include student performance measures in the evaluation of teacher performance and determination of teacher compensation.

### **CAREER LADDER**

#### **Definitions:**

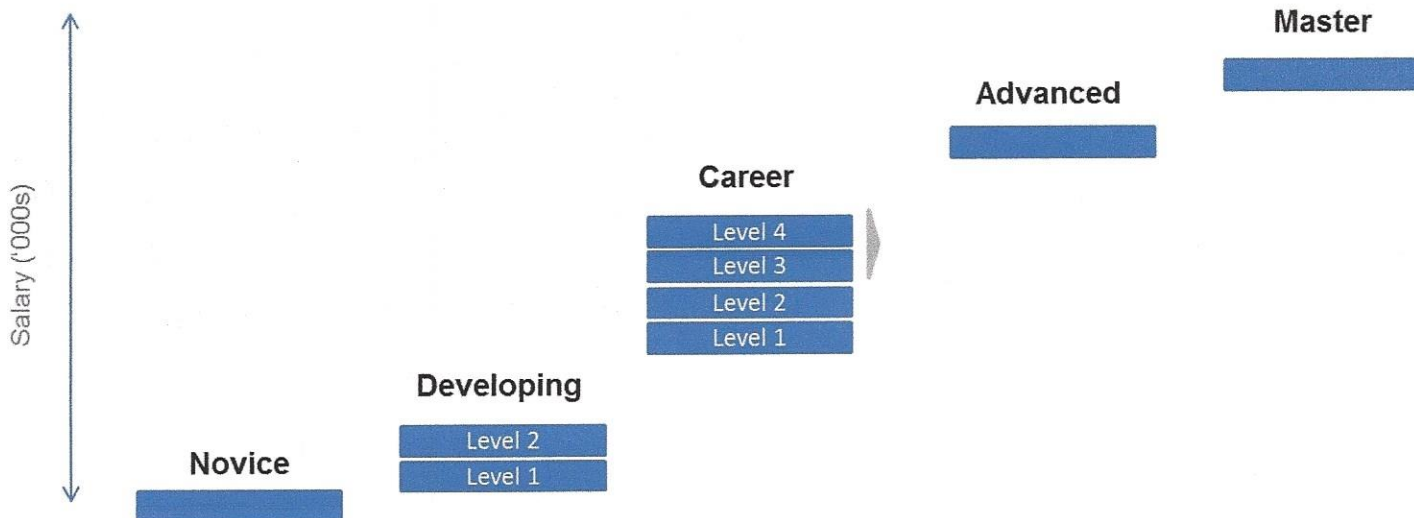
**Novice** teachers are typically first-year teachers entering teaching directly from college.

**Developing** teachers are early career educators, typically with one to two years of experience. There are two levels within the Developing tier.

**Career** teachers have been recognized as excellent educators. Career teachers serve as role models to less-experienced educators, and proactively drive their own professional growth.

**Advanced** teachers are outstanding educators who serve as school wide models of excellence. Advanced teachers have at least five years of experience and possess deep expertise in their craft.

**Master** teachers are exceptional educators who serve as school wide and district wide models of excellence. Master teachers have at least five years of experience, possess deep expertise in their craft, and are capable of elevating the practice of already-gifted educators. Master teachers will assume additional roles and responsibilities to support the school's and district's improvement.



**Transition to the Career Ladder**

Effective July 1, 2014, each New Bedford Public Schools teacher assigned to the John Avery Parker Elementary School will be placed on one of the Levels based on such teacher’s performance as determined by the Commissioner’s designee. Teachers newly hired and assigned to the John Avery Parker Elementary School will be placed on one of the Levels as determined by the Commissioner’s designee:

**Career Ladder 2014-15 Salaries**

● Novice	<del>\$49,000</del> <u>\$52,000</u>
● Developing Level I	<del>\$53,000</del> <u>\$55,000</u>
● Developing Level II	<del>\$56,000</del> <u>\$59,000</u>
Career Level I	\$63,000
Career Level II	\$66,500
Career Level III	\$70,000
Career Level IV	\$75,000
Career Level IV	* \$75,000+

\* Also includes Career Legacy teacher, defined as a teacher whose base salary for the 2013-2014 school year exceeds \$75,000.



The ELT stipend (\$7,000) and longevity payments from the 2013-2014 work year are rolled into the salaries listed above. Commencing with the 2014-2015 work year, the ELT stipend and longevity payments are extinguished.

A Parker School teacher whose 2013-2014 annual base salary exceeds \$75,000 will be identified as a Career Legacy teacher. A Career Legacy teacher's new annual base salary will be the sum of the following components: 1) 2013-2014 annual "step and lane" salary including the \$7,000 ELT stipend, if applicable, 2) 2013-2014 longevity payment, if applicable, and 3) an additional \$1500.

The annual base salary for an "Advanced" teacher will be \$81,500. A teacher designated as an Advanced teacher, whose total compensation exceeds \$81,500, will receive an additional \$1500.

The annual base salary for a "Master" teacher will be \$89,000. Teachers selected for this position will receive a stipend differential based on their annual base salary in order to reach \$89,000. These stipend compensation amounts shall be included in base pay, or otherwise considered as part of the teacher's annualized salary, for retirement purposes.

The salary schedule will be reviewed and may be adjusted periodically by the Commissioner's designee to reflect market conditions.

### **Advancement on the Career Ladder**

A Novice teacher shall advance to Developing I and a Developing I teacher shall advance to Developing II annually provided that the teacher does not receive an end-of-year overall evaluation rating of "unsatisfactory" and provided that such teacher's employment is renewed.

A Developing II teacher shall advance to Career I and all Career level teachers shall advance a level annually provided that an end-of-year overall evaluation rating of "proficient" or "exemplary" is received, with "proficient" or better ratings on all four standards. It is expected that educator evaluation ratings and student performance data will be major components of the teacher's evaluation. A teacher with an end-of-year overall rating of "proficient" who has achieved less than "proficient" ratings in the third and fourth standards may still advance to the next level with the recommendation of the building principal and the approval of the Commissioner's designee.

A teacher may advance on the salary scale more rapidly than described at the discretion of the Commissioner's designee

Novice, Developing, Career, and Advanced teachers who continue in employment at the John Avery Parker Elementary School shall not have their salary reduced based on their performance evaluation.

Consistent with the School Turnaround Plan, based on past experience and performance, a newly-hired teacher may be placed above the Novice level at the discretion of the Commissioner's designee

The categories of Advanced and Master teachers will be established effective July 1, 2014. The roles, expectations, and selection criteria for Advanced and Master teachers will be determined by the Commissioner's designee.

A teacher who has attained the status of Career III or a higher level and received "proficient" or "exemplary" overall end-of-year ratings the previous two years can apply to become an Advanced teacher through a cumulative career portfolio, including demonstrated success in attaining specific student growth benchmarks as determined by the Commissioner's designee.

A teacher who has attained the status of Career III or a higher level and received "exemplary" overall end-of-year ratings the previous two years can apply to become a Master teacher through a cumulative career portfolio with demonstrated success in attaining specific student growth benchmarks as determined by the Commissioner's designee. The portfolio may include 1) student growth data over time; 2) endorsements from peers, parents, students, and administrators; 3) and evidence of effective instruction.

In addition to teacher advancement as outlined above, the Commissioner's designee may provide additional compensation to a bargaining unit member if she determines that such payment is necessary to better serve the needs of the students. Such compensation may include payment to teachers who possess additional certifications not required by their current positions, and/or for performing additional duties, etc.