

Questions and Answers about the Teacher Compensation Model **2015-16**

All questions and answers have been approved by the Compensation Model Team

1. Can a teacher "test out" of an offered course? If so, do they get the points when they successfully pass the pre-test at 80% mastery or higher? **Answer: No. Testing out is not an option.** (Team agreement 9/21/15)
2. Could a teacher receive professional learning points for being a cooperative teacher working with a student teacher? **Answer: No. We do not offer PL points for serving as a cooperating teacher.** (Team agreement 9/21/15)
3. Will teachers have the option to take CPI and/or CPR/First Aid and/or lifeguard training for points? **Answer: No. From this point forward, we will not offer an option for "points" for training such as CPI and CPR/First Aid. However, teachers who have already begun or completed the CPI training for points, from 5/15/15 through 9/21/15, will be allowed to complete the training and receive the points.** (Team agreement 9/21-22/15)
4. Are all courses in Eduphoria offered for points? **Answer: Effective 9/22/15, all courses offered in Eduphoria are available for points only.** (Team agreement 9/22/15)
5. Besides professional learning as a means of earning points in the New Compensation Model, is there an option for athletic coaching, PBIS leadership, Educator Effectiveness coaching, and other positions earning points for cell movement? **Answer: No. Only the options offered in the PL catalog or pre-approved college courses, seminars, conferences, etc. are eligible for points.** (Team Agreement 9/21/15)
6. Could we allow new elementary teachers to take an ELL academy as an option for the ESL license requirement? **Answer: New elementary teachers needing to take college/university courses to attain their EL license may get pre-approval for those courses and earn PL points for the college credits. At this time, we have not found a partner university through which we could offer certification using ELL Academy COURSES.**(Team agreement 9/21/15)
7. Will we consider all prior teaching years of a newly hired teacher as credentialed years on our model. For example, we hire a new teacher with 3 years prior experience and an initial educator license. In her first year with WSD she completed her PDP and will have a professional educator license for the coming year. Does this teacher move to tier 2 in her second year with the District? **Answer: As an initial educator placed in T1 we will count all prior experience as credentialed (i.e., toward meeting the 3 year requirement of**

T2) if it was served in a public school (private/parochial school experience will be evaluated on a case-by-case basis). However, prior years of teaching experience does not necessarily equate to the column in which the new teacher is placed (e.g., 4 years of prior teaching experience will not automatically place the teacher in T1-4 for salary purposes). The tier 2 'fence' is the professional educator license. New teachers with initial educator license will be placed in tier 1 and allowed them to move to tier two upon attaining their professional educator license, assuming they credential each year in tier 1. Generally, HR is responsible for determining how many years of prior teaching experience will be counted when a new teacher is hired. These prior years only matter for the purpose of attaining "10 years total teaching experience" for the tier 3 fence. Team agreement 9/21/15

8. If a teacher has received approval for a master's program does she need to submit the credit/point requests for the individual courses within the year they were received? Can she wait and submit them the next year (after receiving tier advancement) if she already has the points needed from other professional learning advance to the next tier?
Answer: With the exception of the 49 points that teachers are allowed to carryover from one tier to the next, points must be earned in the tier in which those points are applied for vertical movement. For example, let's say we have a teacher who is at the 250 line in tier two; she gets pre-approval for a master's program and earns her master's degree by the end of the school year. She is moved to tier 3 the following year. Now, in tier 3, she wants to submit for points the courses she took to earn her master's degree while in tier 2. If we allowed this it would violate the rule limiting carryover points to 49. Further commentary: The date of completion of a course would determine when the points are earned, not the date the course credits were turned in. This was true when we started the system. May 15, 2015 was the date that started points. Many teachers wanted credit and points for courses completed prior to May 15 and we did not allow it. (Team Agreement 9/21/15)
9. If a teacher finds a course/conference/seminar (out of the District) that is only offered during work time will the District allow the teacher to take time off without pay to take the course for points? *Answer: No. We will not approve time off without pay to allow a teacher to take PL (or courses, seminars, etc.) for points. (Team agreement 9/21/15)*
10. Can a teacher who is hired for a hard-to-fill position, who does not have any teaching license (and must apply for an emergency permit), and enrolls in a licensing program (e.g., 10 SPED, master's in Visually Impaired or Deaf/Hard of Hearing) receive points for the credits she is required to take to earn a teaching license? *Answer: No. A teaching license is a legal and contractual requirement for all teachers. The coursework/credits required to attain a teaching license is normally completed before being hired as a teacher. It would not be equitable/fair to those who earned their teaching credentials prior to becoming a teacher to allow those who did not to earn points (for salary advancement) for the taking courses needed to attain their initial teaching credential/license. Teachers taking college courses necessary to attain their initial teaching license may not earn points for those credits; however, they may take other*

pre-approved courses and/or in-district PL for points at the same time. (Team Agreement 9/21/15)

11. Can specialist certifications that compare to National Board Teacher Certification satisfy tier movement criteria? **Answer: This question will be referred on to the Specialist model team.**
12. Regarding National Board Certification -- Since NB certification typically takes from 2-4 years, there are concerns about the compensation model changing within this time span. Teachers don't want to start this huge commitment with the assumption they will be eligible to move into tier 4 upon completion only to have requirements change midway through the process. Are teachers who enter into the National Board certification process, or one of the other options for meeting tier eligibility criteria, "grandfathered" under the 2015-2016 compensation model guidelines? **Answer: NBPTS certification will continue to be recognized as ONE of the accepted criteria for tier 4; however, there may be other requirements added in the future (e.g., a leadership component).** (Team agreement 9/21/15)
13. Of interest to teachers seeking National Board certification: Will the District allow any points to be earned for the work and process of earning NB certification? The reason for asking -- we count NB certification the same as a second master's degree for eligibility for tier 4, and teachers can earn points while completing their second master's, why not allow for points to be earned while working on NB cert.? **Answer: No. Other than the PL that is offered by the District (for points) to teachers interested in pursuing NB certification, no other points are available.** (Team agreement 9/21/15)
14. Regarding carry over points: If a teacher in tier 1 and has earned 100 PL points does she get the 49 carryover points when she advances to Tier 2; and, if she earned 200 PL points in tier 1 can she carryover more than 49 points when moved to Tier 2 because of the work she has done?: **Answer: Teachers can carry a maximum of 49 unused points into the next tier. Tier 1 provides vertical movement of only 2 steps (50, 100). This is intended to keep initial educators focused on learning the basics of their craft and completing their PDP in their first 3-5 years, and not incenting them to maximize their PL (e.g., starting a master's program or aggressively pursuing academies). The provision of carrying up to 49 points to the next tier applies to teachers moving from T1 to T2 regardless of how many points the teacher accrued that were not previously used for vertical movement.** (Team agreement 6/17/15)

15. Regarding credentialing for part-time Teachers. Do part-time teachers get to credential at their FTE rate? For example, if a teacher is .50 FTE (half-time) does she only have to complete 4 hours of credentialing versus the 8 hours required for a 1.0 FTE/full-time teacher? **Answer: The credentialing requirement is the same for all teachers, regardless of FTE. Part-time teachers have the same credentialing requirements and the same opportunities to participate in professional learning as full-time teachers. (Team agreement. 6/17/15)**
16. Regarding credentialing and PL Points. If a teacher is hired in November of the 2015-16 school year are they allowed to credential and earn 50 point to be eligible for horizontal and vertical movement in 2016-17? And regarding credentialing hours for this teacher, is the requirement prorated based on her start date? **Answer: Because this teacher will have at least a half-year of service completed in this school year she will be eligible to credential, which means she could also move vertically if she has earned 50+ points. The credentialing requirement is not prorated for part-time teachers or for teachers who are hired after the beginning of the school/contract year. (Team agreement 6/17/15)**
17. Regarding a specialist (e.g., Speech/Language Pathologist) who is in a "ghost" cell not on the matrix. Can this specialist continue to move horizontally (by credentialing) and vertically (through professional learning credits) while in Tier 1? **Answer: There will be a separate model/matrix created for specialists (to include SLP, PT, OT, Psych., SW, VI/OM, DHH). Until the specialist models is completed these staff members should not be impeded from advancing via credentialing and PL movement if they were placed on the model. For 2015-16, specialists who are in a 'ghost' cell will be treated as if they are on the wall (i.e., cannot move horizontally) and will receive the non-recurring \$536 plus any residual percent applied to the entire grid (Team agreement. 6/17/15)**
18. Is a second master's degree automatically "grandfathered," and thereby count toward the eligibility requirement for Tier 4? **Answer: National Board Certification is grandfathered. Master's degrees and doctoral degrees are "grandfathered" if in education or related to the teacher's field of teaching or if pre-approved by HR, the Education Department, or a review panel (District formed team of people knowledgeable about education). These will be reviewed on a case-by-case basis. (Filter: would it be approved for a current teacher?) (Team agreement. 6/17/15)**
19. Tier advancement and attaining placement of 250 points -- Example: a teacher is at T2-7/200 this year (2015-16), she meets all other T3 requirements (master's, 5 local/10 total years, etc.). If she earns 50+ points this cans she move to T3 for 2016-17 or is the vertical movement from 200 to 250 the only move she can make in 2016-17? If so, this teacher would not be able to move to T3 until the 2017-18 contract year. **Answer: This teacher would move vertically one cell for 2016-17 (\$1,119 increase). If she was not in a cell on a wall there would also be an opportunity for horizontal movement in 2016-17 (\$1,656 increase). If she were allowed to jump from the 200 line (T2-7/200) to T3-1/0 she**

would realize an increase of \$2,778 in 2016-17. Bottom line -- a teacher can receive only one move per year, e.g., vertically and/or horizontally OR tier advancement, if eligible. (Team agreement. 6/17/15)

20. Regarding points and tier advancement. Scenario: A fourth year teacher in tier 1 earns over 99 points (same scenario can occur in T2 & T3), has completed her PDP and applied for a professional educator license. Will she be moved to T2 before or after being granted horizontal and vertical movement in T1? Key question: Can this teacher use 50 point. to move horizontally and vertically in T1 before being advanced to T2 and taking her remaining 49 points with her? Or, would we allow the teacher to voluntarily stay in T1 an extra year and move horizontally and vertically (using 50 of her 99 points), then move to T2 the following year and taking her remaining 49 points with her? **Answer:** Tier movement happens first if the teacher is eligible (i.e., credentialed and met all other requirement), then we recognize horizontal and vertical movement. Credentialing gives access to tier movement, which is done in the following order:

1. Verify credentialing;
2. Tier advancement for those eligible;
3. Horizontal movement for those not on a wall;
4. Vertical movement for those who credentialed and earned 50 points (but did not move tier)

When a teacher is eligible for tier advancement she will be advanced to the next tier (and can carryover up to 49 points), even if that results in losing some accrued points.

Additional question: What if the teacher in the above example did not credential? Would that teacher then remain in T1 even though she attained a professional educator license?

YES. (Team agreement. 6/17/15)

21. Regarding credentialing and Plan of Improvement. Scenario: A teacher did not credential last year and began a plan of improvement (POI) in September of the current year. As of April she has met all POI expectations to the satisfaction of her principal and will not be on a POI in the coming year. This teacher also met all other credentialing requirements. Does she credential this year? **Answer: No. The teacher did not meet EE (Educator Effectiveness) requirements and does not credential this year. Further commentary:** Teachers will be frozen on the compensation model if their administrator determines they have not met professional expectations, and will continue to be frozen until they do so. If a teacher fulfills the POI requirements and credentials appropriately, they will credential in the subsequent year. Teachers will not be penalized twice if they fulfill the expectations of POI in one year. Being placed on a POI will result in at least one year loss of credentialing. (Team agreement 7-15-15)

22. Regarding credentialing for teachers on sick leave and leaves of absence. Is a teacher who missed work due to approved FMLA (Family Medical Leave; may be up to 12 weeks) required to fulfill the 8 hours of credentialing? And what about a teacher who takes of a one year leave of absence? **Answer: Normally, a teacher who misses work**

due to sick leave or medical leave will still be required to meet all credentialing requirements. In certain situations, especially those involving qualified FMLA leave, some requirements may be waived. If a teacher is not satisfied with the determination of HR s/he may appeal the decision to a review panel. (Team agreement 7/15/15)

23. Is there a possibility of a offering a Wellness strand in the Academy? Answer: We will continue to develop and expand the catalog of course offerings. We may have a few wellness focused courses in 2016-17 that could be taken for points. It is likely that the number of points that could be taken in wellness (for vertical movement) would be limited because the primary focus of the model is on professional development. (Team agreement 7/15/15)