

# Draft Compensation Model Frameworks for Discussion

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*October 28, 2015*

Education Reform Commission Funding Committee

**These model frameworks should be considered for discussion purposes only.**

For the development and implementation of new, local compensation models to be effective and successful in Georgia, it is critical that each LEA carefully review the GASPA guidance titled “Strategic Compensation Redesign: Potential Models for Georgia School Systems” and consider the criteria and factors of the most importance to that LEA to ensure the recruitment and retention of a highly effective faculty in each of its schools.

There will be no “one size fits all” model that LEAs can successfully adopt and implement without such thoughtful analysis and consideration of its own unique situation, taking into consideration the district’s mission, vision, values, and strategic plan.

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## Overview and Summary of Draft Compensation Model Frameworks\*

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<b>Model A</b>	This model provides a simple salary scale with salary ranges based on effectiveness (required to maintain or increase tiered certification levels) and experience. (Page 3)
<b>Model B</b>	This model provides a three-factor salary scale with salary ranges based on effectiveness (required to maintain or increase tiered certification levels), degree level, and experience. The LEA could determine whether or not every advanced degree would be honored in the implementation of this model, or if it would be limited to specific in-field advanced degrees as prioritized by the LEA to best meet student needs. (Page 4)
<b>Model C</b>	This model provides a scale with salary ranges based on effectiveness as demonstrated in TEM scores (and as required to maintain or increase tiered certification levels), degree level, and experience. The LEA could determine whether or not every advanced degree would be honored in the implementation of this model, or if it would be limited to specific in-field advanced degrees as prioritized by the LEA to best meet student needs. (Pages 5-6)
<b>Model D</b>	This model provides base compensation levels for three-year evaluation cycles that require demonstrated effectiveness by TEM ratings, the opportunity for expertise stipends for approved advanced degrees, National Board Certification, other LEA priorities, and exceptional educator stipends for teachers with advanced or lead professional certifications assigned to appropriate teacher leader roles by the LEA. Stipends have some restrictions, are cumulative, and are in addition to the teacher's base pay level. (Pages 7-9)
<b>Model E</b>	This model adds school performance incentives to Model D. (Pages 10-13)
<b>Model F</b>	This model adds school placement (strategic staffing) incentives to Model D. (Pages 14-17)
<b>Model G</b>	This model utilizes the Tiered Certification levels of the GaPSC that support career pathways for Georgia's teachers. Districts would determine the criteria for placing the teachers at the appropriate level within each compensation range. Ranges of salaries are suggested at each level, but the district would determine the placement within those ranges (20%, 50%, 80%, etc.) based on performance and other factors of importance and priority in the district. (Pages 18-19)

\*Salary ranges, stipends, and priorities are suggestions for consideration only.

*Draft Compensation Model Frameworks for Discussion*

<b>MODEL A</b>					
<b>Years of Creditable Service</b>		<b>Induction Certificate</b>	<b>Professional Certificate</b>	<b>Advanced Certificate</b>	<b>Lead Professional Certificate</b>
<b>0-2</b>		\$33,424 - \$39,591	\$35,597 - \$43,435	NA	NA
<b>3-5</b>		NA	\$36,665 - \$47,462	NA	NA
<b>6-10</b>		NA	\$43,682 - \$54,723	\$46,521 - \$60,743	\$46,521 - \$60,743
<b>11-15</b>		NA	\$49,881 - \$59,798	\$56,365 - \$66,375	\$56,365 - \$66,375
<b>16-20</b>		NA	\$54,506 - \$63,440	\$61,592 - \$70,417	\$61,592 - \$70,417
<b>21-30+</b>		NA	\$57,825 - \$65,343	\$65,343 - \$72,530	\$65,343 - \$72,530
<b>Teachers on improvement plans:</b>					
		<b>Teacher</b> on improvement plans are not eligible for movement and remain on his or her current pay level for the duration of the improvement plan. The teacher is eligible for movement after the first full evaluation year that follows release from the improvement plan.			
<b>Initial Placement of New Hires:</b>					
		New hires may be placed directly in the level that corresponds with years of relevant experience if performance evaluations from previous LEAs/schools demonstrate effectiveness. The LEA reserves the right to determine where to place new hires after review of all circumstances.			
<b>Part-Time Teachers:</b>					
		Part-time teachers are eligible for the pay level representative of the percent of time employed by the LEA. For example, a teacher who teaches 2 of four instructional periods a day would be eligible for 50% of the level amount.			

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<b>MODEL B</b>									
<b>Years of Creditable Service</b>		<b>Induction Certificate</b>	<b>Induction Certificate and Advanced Degree</b>	<b>Professional Certificate</b>	<b>Professional Certificate and Advanced Degree</b>	<b>Advanced Certificate</b>	<b>Advanced Certificate and Advanced Degree</b>	<b>Lead Professional Certificate</b>	<b>Lead Professional Certificate and Advanced Degree</b>
<b>0-2</b>		\$33,424 - \$39,591	\$35,597 - \$43,435	\$35,597 - \$43,435	\$36,665 - \$47,462	NA	NA	NA	NA
<b>3-5</b>		NA	NA	\$36,665 - \$47,462	\$43,682 - \$54,723	NA	NA	NA	NA
<b>6-10</b>		NA	NA	\$43,682 - \$54,723	\$49,881 - \$59,798	\$56,365 - 66,375	\$61,592 - 70,417	\$56,365 - \$66,375	\$61,592 - \$70,417
<b>11-15</b>		NA	NA	\$49,881 - \$59,798	\$54,506 - \$63,440	\$61,592 - 70,417	\$65,343 - 72,530	\$61,592 - \$70,417	\$65,343 - \$72,530
<b>16-20</b>		NA	NA	\$54,506 - \$63,440	\$57,825 - \$65,343	\$65,343 - 72,530	\$69,094 - 74,643	\$65,343 - \$72,530	\$69,094 - \$74,643
<b>21-30+</b>		NA	NA	\$57,825 - \$65,343	\$61,144 - \$67,246	\$69,094 - 74,643	\$72,845 - 76,756	\$69,094 - \$74,643	\$72,845 - \$76,756
<b>Teachers on improvement plans:</b>									
		Teachers on improvement plans are not eligible for movement and remain on his or her current pay level for the duration of the improvement plan. The teacher is eligible for movement after the first full evaluation year that follows release from the improvement plan.							
<b>Initial Placement of New Hires:</b>									
		New hires may be placed directly in the level that corresponds with years of relevant experience if performance evaluations from previous LEAs/schools demonstrate effectiveness. The LEA reserves the right to determine where to place new hires after review of all circumstances.							
<b>Part-Time Teachers:</b>									
		Part-time teachers are eligible for the pay level representative of the percent of time employed by the LEA. For example, a teacher who teaches 2 of four instructional periods a day would be eligible for 50% of the level amount.							

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**MODEL C**

Years of Creditable Service	Induction Certificate	Induction Certificate and TEM Levels	Induction Certificate and Advanced Degree	Induction Certificate, TEM Levels, and Advanced Degree	Professional Certificate	Professional Certificate and TEM Levels	Professional Certificate and Advanced Degree	Professional Certificate, TEM Levels, and Advanced Degree	Advanced Certificate	Advanced Certificate and TEM Levels	Advanced Certificate and Advanced Degree	Advanced Certificate, TEM Levels, and Advanced Degree	Lead Professional Certificate	Lead Professional Certificate and TEM Levels	Lead Professional Certificate and Advanced Degree	Lead Professional Certificate, TEM Levels, and Advanced Degree
0-2	\$33,424 - \$39,591	Additional pay for TEM in previous school year: Exemplary \$5,000; Proficient \$2,500	\$35,597 - \$43,435	Additional pay for TEM in previous school year: Exemplary \$5,000; Proficient \$2,500	\$35,597 - \$43,435	Additional pay for TEM in previous school year: Exemplary \$5,000; Proficient \$2,500	\$36,665 - \$47,462	Additional pay for TEM in previous school year: Exemplary \$5,000; Proficient \$2,500	NA	NA	NA	NA	NA	NA	NA	NA
3-5	NA	NA	NA	NA	\$36,665 - \$47,462	Additional pay for TEM in previous school year: Exemplary \$5,000; Proficient \$2,500	\$43,682 - \$54,723	Additional pay for TEM in previous school year: Exemplary \$5,000; Proficient \$2,500	\$46,521 - \$60,743	NA	\$56,365 - \$66,375	NA	\$46,521 - \$60,743	NA	\$56,365 - \$66,375	NA
6-10	NA	NA	NA	NA	\$43,682 - \$54,723	Additional pay for TEM in previous school year: Exemplary \$5,000; Proficient \$2,500	\$49,881 - \$59,798	Additional pay for TEM in previous school year: Exemplary \$5,000; Proficient \$2,500	\$56,365 - \$66,375	Additional pay for TEM in previous school year: Exemplary \$5,000; Proficient \$2,500	\$61,592 - \$70,417	Additional pay for TEM in previous school year: Exemplary \$5,000; Proficient \$2,500	\$56,365 - \$66,375	Additional pay for TEM in previous school year: Exemplary \$5,000; Proficient \$2,500	\$61,592 - \$70,417	Additional pay for TEM in previous school year: Exemplary \$5,000; Proficient \$2,500
11-15	NA	NA	NA	NA	\$49,881 - \$59,798	Additional pay for TEM in previous school year: Exemplary \$5,000; Proficient \$2,500	\$54,506 - \$63,440	Additional pay for TEM in previous school year: Exemplary \$5,000; Proficient \$2,500	\$61,592 - \$70,417	Additional pay for TEM in previous school year: Exemplary \$5,000; Proficient \$2,500	\$65,343 - \$72,530	Additional pay for TEM in previous school year: Exemplary \$5,000; Proficient \$2,500	\$61,592 - \$70,417	Additional pay for TEM in previous school year: Exemplary \$5,000; Proficient \$2,500	\$65,343 - \$72,530	Additional pay for TEM in previous school year: Exemplary \$5,000; Proficient \$2,500
16-20	NA	NA	NA	NA	\$54,506 - \$63,440	Additional pay for TEM in previous school year: Exemplary \$5,000; Proficient \$2,500	\$57,825 - \$65,343	Additional pay for TEM in previous school year: Exemplary \$5,000; Proficient \$2,500	\$65,343 - \$72,530	Additional pay for TEM in previous school year: Exemplary \$5,000; Proficient \$2,500	\$69,094 - \$74,643	Additional pay for TEM in previous school year: Exemplary \$5,000; Proficient \$2,500	\$65,343 - \$72,530	Additional pay for TEM in previous school year: Exemplary \$5,000; Proficient \$2,500	\$69,094 - \$74,643	Additional pay for TEM in previous school year: Exemplary \$5,000; Proficient \$2,500
21-30+	NA	NA	NA	NA	\$57,825 - \$65,343	Additional pay for TEM in previous school year: Exemplary \$5,000; Proficient \$2,500	\$61,144 - \$67,246	Additional pay for TEM in previous school year: Exemplary \$5,000; Proficient \$2,500	\$69,094 - \$74,643	Additional pay for TEM in previous school year: Exemplary \$5,000; Proficient \$2,500	\$72,845 - \$76,756	Additional pay for TEM in previous school year: Exemplary \$5,000; Proficient \$2,500	\$69,094 - \$74,643	Additional pay for TEM in previous school year: Exemplary \$5,000; Proficient \$2,500	\$72,845 - \$76,756	Additional pay for TEM in previous school year: Exemplary \$5,000; Proficient \$2,500

*Draft Compensation Model Frameworks for Discussion*

**MODEL C**

**Teachers on improvement plans:**

Teachers on improvement plans are not eligible for movement and remain on his or her current pay level for the duration of the improvement plan. The teacher is eligible for movement after the first full evaluation year that follows release from the improvement plan.

**Initial Placement of New Hires:**

New hires may be placed directly in the level that corresponds with years of relevant experience if performance evaluations from previous LEAs/schools demonstrate effectiveness. The LEA reserves the right to determine where to place new hires after review of all circumstances.

**Part-Time Teachers:**

Part-time teachers are eligible for the pay level representative of the percent of time employed by the LEA. For example, a teacher who teaches 2 of four instructional periods a day would be eligible for 50% of the level amount.

*Draft Compensation Model Frameworks for Discussion*

<b>MODEL D</b>	
<b>Base Compensation Framework</b>	
<u>Level</u>	<u>Base Compensation (Determined by TEM rating)</u>
<b>1</b>	<b>\$33,424.00</b>
<b>2</b>	<b>\$36,424.00</b>
<b>3</b>	<b>\$39,424.00</b>
<b>4</b>	<b>\$42,424.00</b>
<b>5</b>	<b>\$45,424.00</b>
<b>6</b>	<b>\$48,424.00</b>
<b>7</b>	<b>\$51,424.00</b>
<b>8</b>	<b>\$54,424.00</b>
<b>9</b>	<b>\$57,424.00</b>
<b>10</b>	<b>\$60,424.00</b>
<b>11</b>	<b>\$63,424.00</b>
Base pay for teachers with induction certificates is Level 1.	
Base pay for teachers with professional, advanced, or lead professional certificates is determined by the number of three-year evaluation cycles the teacher has completed. The teacher may move to the next level at the end of each three-year cycle if all TEM evaluations in that cycle were proficient or exemplary, or if any needs development or ineffective TEM rating has been remediated to at least proficient by the third year in the cycle. Teachers who receive a needs development or ineffective TEM rating in the third year of the cycle, or who have received one in any year that is unremediated, do not have the opportunity to advance in the levels at the end of that three-year cycle.	
A teacher who does not advance to the next level at the conclusion of the three-year cycle will begin a new three-year cycle and must be put on an improvement plan. However, if the teacher successfully demonstrates effectiveness with a proficient or exemplary TEM rating at the end of the first or second year of the new cycle, he or she may be advanced to the next level of base compensation.	
Teachers on improvement plans are not eligible for movement and remain on his or her current pay level for the duration of the improvement plan. The teacher is eligible for movement after the first full evaluation year that follows release from the improvement plan.	
New hires may be placed directly in the level that corresponds with years of relevant experience if performance evaluations from previous LEAs/schools demonstrate effectiveness. The LEA reserves the right to determine where to place new hires after review of all circumstances.	

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<b>MODEL D</b>	
	Part-time teachers are eligible for the pay level representative of the percent of time employed by the LEA. For example, a teacher who teaches 2 of four instructional periods a day would be eligible for 50% of the level amount.
<b>Expertise Stipend</b>	
	The expertise stipend is determined by the successful completion of advanced degrees approved by the LEA through the Human Resources Director prior to beginning the degree program. All degree programs and institutions must be approved prior to beginning the program. Teachers may be approved for multiple expertise stipends as aligned with the LEA's priority areas of need.
	Transcripts must be provided to the Human Resources Director as verification of successful completion of the degree prior to receiving an expertise stipend. Stipends are for degrees and NBPTS certification only, and are not available for certificate add-ons.
	<u>The LEA's priority areas of need and expertise stipends amounts and terms are listed below.</u>
	<ul style="list-style-type: none"> <li>• Master's degree in reading - \$2,500 annually for career as long as the teacher is assigned in that field</li> <li>• Master's degree in math - \$2,500 annually for career as long as the teacher is assigned in that field</li> <li>• Master's degree in special education - \$2,500 annually for career as long as the teacher is assigned in that field</li> <li>• Master's degree in secondary science - \$2,500 annually for career as long as the teacher is assigned in that field</li> <li>• Specialist degree in reading - \$2,000 annually for career as long as the teacher is assigned in that field</li> <li>• Specialist degree in math - \$2,000 annually for career as long as the teacher is assigned in that field</li> <li>• Specialist degree in special education - \$2,000 annually for career as long as the teacher is assigned in that field</li> <li>• Specialist degree in secondary science - \$2,000 annually for career as long as the teacher is assigned in that field</li> <li>• Doctorate degree in psychometrics or psychology - \$2,500 annually for career as long as working as school or system psychometrist or psychologist</li> <li>• National Board Certification - \$2,000 annually for ten years from completion of the certification</li> </ul>
	The expertise stipend is added to the base salary every year, beginning with the school year immediately following the attainment of the approved degree.
	Expertise stipends are cumulative and are awarded for the duration of employment, provided the teacher is assigned in the degree field, with the exception the NBPTS certification, which is for ten consecutive years following attainment of that certification.
	Teachers on improvement plans are not eligible for stipends for the duration of the improvement plan. The teacher is eligible for approved stipends after the first full evaluation year that follows release from the improvement plan.

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<b>MODEL D</b>	
	New hires may be placed directly in the level deemed most appropriate by the LEA after review of performance evaluations from previous LEAs/schools demonstrate effectiveness and all other professional qualifications. The LEA reserves the right to determine where to place new hires after review of all circumstances.
	Part-time teachers are eligible for the expertise stipend in an amount equivalent to the part-time employment. For example, a teacher who teaches 2 of four instructional periods a day would be eligible for 50% of the stipend amount.
<b>Exceptional Educator Stipend</b>	
	The exceptional educator stipend is determined by the successful attainment of either Advanced Professional or Lead Professional certification by the GaPSC <b>and</b> assignment to appropriate mentoring and/or teacher leader roles by the LEA.
	<u>The exceptional educator stipend amounts are listed below.</u>
	<ul style="list-style-type: none"> <li>• Advanced Professional - \$2,500 annually for any year in which the eligible teacher is assigned a mentoring or model teacher role by the LEA</li> <li>• Lead Professional - \$2,500 annually for any year in which the eligible teacher is assigned a designated teacher leader role by the LEA</li> </ul>
	Teachers on improvement plans are not eligible for stipends for the duration of the improvement plan. The teacher is eligible for approved stipends after the first full evaluation year that follows release from the improvement plan.
	New hires may be placed directly in the level deemed most appropriate by the LEA after review of performance evaluations from previous LEAs/schools demonstrate effectiveness and all other professional qualifications. The LEA reserves the right to determine where to place new hires after review of all circumstances.
	Part-time teachers are eligible for the exceptional educator stipend in an amount equivalent to the part-time employment. For example, a teacher leader who serves during 2 of four instructional periods a day would be eligible for 50% of the stipend amount.

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<b>MODEL E</b>	
<b>Base Compensation Framework</b>	
<u>Level</u>	<u>Base Compensation (Determined by TEM rating)</u>
<b>1</b>	<b>\$33,424.00</b>
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<b>3</b>	<b>\$39,424.00</b>
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Base pay for teachers with induction certificates is Level 1.	
Base pay for teachers with professional, advanced, or lead professional certificates is determined by the number of three-year evaluation cycles the teacher has completed. The teacher may move to the next level at the end of each three-year cycle if all TEM evaluations in that cycle were proficient or exemplary, or if any needs development or ineffective TEM rating has been remediated to at least proficient by the third year in the cycle. Teachers who receive a needs development or ineffective TEM rating in the third year of the cycle, or who have received one in any year that is unremediated, do not have the opportunity to advance in the levels at the end of that three-year cycle.	
A teacher who does not advance to the next level at the conclusion of the three-year cycle will begin a new three-year cycle and must be put on an improvement plan. However, if the teacher successfully demonstrates effectiveness with a proficient or exemplary TEM rating at the end of the first or second year of the new cycle, he or she may be advanced to the next level of base compensation.	
Teachers on improvement plans are not eligible for movement and remain on his or her current pay level for the duration of the improvement plan. The teacher is eligible for movement after the first full evaluation year that follows release from the improvement plan.	
New hires may be placed directly in the level that corresponds with years of relevant experience if performance evaluations from previous LEAs/schools demonstrate effectiveness. The LEA reserves the right to determine where to place new hires after review of all circumstances.	

*Draft Compensation Model Frameworks for Discussion*

<b>MODEL E</b>	
	Part-time teachers are eligible for the pay level representative of the percent of time employed by the LEA. For example, a teacher who teaches 2 of four instructional periods a day would be eligible for 50% of the level amount.
<b>Expertise Stipend</b>	
	The expertise stipend is determined by the successful completion of advanced degrees approved by the LEA through the Human Resources Director prior to beginning the degree program. All degree programs and institutions must be approved prior to beginning the program. Teachers may be approved for multiple expertise stipends as aligned with the LEA's priority areas of need.
	Transcripts must be provided to the Human Resources Director as verification of successful completion of the degree prior to receiving an expertise stipend. Stipends are for degrees and NBPTS certification only, and are not available for certificate add-ons.
	<u>The LEA's priority areas of need and expertise stipends amounts and terms are listed below.</u>
	<ul style="list-style-type: none"> <li>• Master's degree in reading - \$2,500 annually for career as long as the teacher is assigned in that field</li> <li>• Master's degree in math - \$2,500 annually for career as long as the teacher is assigned in that field</li> <li>• Master's degree in special education - \$2,500 annually for career as long as the teacher is assigned in that field</li> <li>• Master's degree in secondary science - \$2,500 annually for career as long as the teacher is assigned in that field</li> <li>• Specialist degree in reading - \$2,000 annually for career as long as the teacher is assigned in that field</li> <li>• Specialist degree in math - \$2,000 annually for career as long as the teacher is assigned in that field</li> <li>• Specialist degree in special education - \$2,000 annually for career as long as the teacher is assigned in that field</li> <li>• Specialist degree in secondary science - \$2,000 annually for career as long as the teacher is assigned in that field</li> <li>• Doctorate degree in psychometrics or psychology - \$2,500 annually for career as long as working as school or system psychometrist or psychologist</li> <li>• National Board Certification - \$2,000 annually for ten years from completion of the certification</li> </ul>
	The expertise stipend is added to the base salary every year, beginning with the school year immediately following the attainment of the approved degree.
	Expertise stipends are cumulative and are awarded for the duration of employment, provided the teacher is assigned in the degree field, with the exception the NBPTS certification, which is for ten consecutive years following attainment of that certification.
	Teachers on improvement plans are not eligible for stipends for the duration of the improvement plan. The teacher is eligible for approved stipends after the first full evaluation year that follows release from the improvement plan.

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<b>MODEL E</b>	
	New hires may be placed directly in the level deemed most appropriate by the LEA after review of performance evaluations from previous LEAs/schools demonstrate effectiveness and all other professional qualifications. The LEA reserves the right to determine where to place new hires after review of all circumstances.
	Part-time teachers are eligible for the expertise stipend in an amount equivalent to the part-time employment. For example, a teacher who teaches 2 of four instructional periods a day would be eligible for 50% of the level amount.
<b>Exceptional Educator Stipend</b>	
	The exceptional educator stipend is determined by the successful attainment of either Advanced Professional or Lead Professional certification by the GaPSC <b>and</b> assignment to appropriate mentoring and/or teacher leader roles by the LEA.
	<u>The exceptional educator stipend amounts are listed below.</u>
	<ul style="list-style-type: none"> <li>• Advanced Professional - \$2,500 annually for any year in which the eligible teacher is assigned a mentoring or model teacher role by the LEA</li> <li>• Lead Professional - \$2,500 annually for any year in which the eligible teacher is assigned a designated teacher leader role by the LEA</li> </ul>
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	New hires may be placed directly in the level deemed most appropriate by the LEA after review of performance evaluations from previous LEAs/schools demonstrate effectiveness and all other professional qualifications. The LEA reserves the right to determine where to place new hires after review of all circumstances.
	Part-time teachers are eligible for the exceptional educator stipend in an amount equivalent to the part-time employment. For example, a teacher leader who serves during 2 of four instructional periods a day would be eligible for 50% of the stipend amount.
<b>School Performance Incentives</b>	
	Teachers in schools where 80% or more of students meet the student growth targets for the school year, and who are otherwise eligible, will receive a one-time stipend in the amount of \$1,000.
	Teachers on improvement plans are not eligible for stipends for the duration of the improvement plan. The teacher is eligible for approved stipends after the first full evaluation year that follows release from the improvement plan.

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<b>MODEL E</b>	
	New hires may be placed directly in the level deemed most appropriate by the LEA after review of performance evaluations from previous LEAs/schools demonstrate effectiveness and all other professional qualifications. The LEA reserves the right to determine where to place new hires after review of all circumstances.
	Part-time teachers are eligible for the school performance stipend in an amount equivalent to the part-time employment. For example, a teacher leader who serves during 2 of four instructional periods a day would be eligible for 50% of the stipend amount.

*Draft Compensation Model Frameworks for Discussion*

<b>MODEL F</b>	
<b>Base Compensation Framework</b>	
<b><u>Level</u></b>	<b><u>Base Compensation (Determined by TEM rating)</u></b>
<b>1</b>	<b>\$33,424.00</b>
<b>2</b>	<b>\$36,424.00</b>
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Base pay for teachers with induction certificates is Level 1.	
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A teacher who does not advance to the next level at the conclusion of the three-year cycle will begin a new three-year cycle and must be put on an improvement plan. However, if the teacher successfully demonstrates effectiveness with a proficient or exemplary TEM rating at the end of the first or second year of the new cycle, he or she may be advanced to the next level of base compensation.	
Teachers on improvement plans are not eligible for movement and remain on his or her current pay level for the duration of the improvement plan. The teacher is eligible for movement after the first full evaluation year that follows release from the improvement plan.	
New hires may be placed directly in the level that corresponds with years of relevant experience if performance evaluations from previous LEAs/schools demonstrate effectiveness. The LEA reserves the right to determine where to place new hires after review of all circumstances.	

*Draft Compensation Model Frameworks for Discussion*

<b>MODEL F</b>	
	Part-time teachers are eligible for the pay level representative of the percent of time employed by the LEA. For example, a teacher who teaches 2 of four instructional periods a day would be eligible for 50% of the level amount.
<b>Expertise Stipend</b>	
	The expertise stipend is determined by the successful completion of advanced degrees approved by the LEA through the Human Resources Director prior to beginning the degree program. All degree programs and institutions must be approved prior to beginning the program. Teachers may be approved for multiple expertise stipends as aligned with the LEA's priority areas of need.
	Transcripts must be provided to the Human Resources Director as verification of successful completion of the degree prior to receiving an expertise stipend. Stipends are for degrees and NBPTS certification only, and are not available for certificate add-ons.
	<u>The LEA's priority areas of need and expertise stipends amounts and terms are listed below.</u>
	<ul style="list-style-type: none"> <li>• Master's degree in reading - \$2,500 annually for career as long as the teacher is assigned in that field</li> <li>• Master's degree in math - \$2,500 annually for career as long as the teacher is assigned in that field</li> <li>• Master's degree in special education - \$2,500 annually for career as long as the teacher is assigned in that field</li> <li>• Master's degree in secondary science - \$2,500 annually for career as long as the teacher is assigned in that field</li> <li>• Specialist degree in reading - \$2,000 annually for career as long as the teacher is assigned in that field</li> <li>• Specialist degree in math - \$2,000 annually for career as long as the teacher is assigned in that field</li> <li>• Specialist degree in special education - \$2,000 annually for career as long as the teacher is assigned in that field</li> <li>• Specialist degree in secondary science - \$2,000 annually for career as long as the teacher is assigned in that field</li> <li>• Doctorate degree in psychometrics or psychology - \$2,500 annually for career as long as working as school or system psychometrist or psychologist</li> <li>• National Board Certification - \$2,000 annually for ten years from completion of the certification</li> </ul>
	The expertise stipend is added to the base salary every year, beginning with the school year immediately following the attainment of the approved degree.
	Expertise stipends are cumulative and are awarded for the duration of employment, provided the teacher is assigned in the degree field, with the exception the NBPTS certification, which is for ten consecutive years following attainment of that certification.
	Teachers on improvement plans are not eligible for stipends for the duration of the improvement plan. The teacher is eligible for approved stipends after the first full evaluation year that follows release from the improvement plan.

*Draft Compensation Model Frameworks for Discussion*

<b>MODEL F</b>	
	New hires may be placed directly in the level deemed most appropriate by the LEA after review of performance evaluations from previous LEAs/schools demonstrate effectiveness and all other professional qualifications. The LEA reserves the right to determine where to place new hires after review of all circumstances.
	Part-time teachers are eligible for the expertise stipend in an amount equivalent to the part-time employment. For example, a teacher who teaches 2 of four instructional periods a day would be eligible for 50% of the level amount.
<b>Exceptional Educator Stipend</b>	
	The exceptional educator stipend is determined by the successful attainment of either Advanced Professional or Lead Professional certification by the GaPSC <b>and</b> assignment to appropriate mentoring and/or teacher leader roles by the LEA.
	<u>The exceptional educator stipend amounts are listed below.</u>
	Advanced Professional - \$2,500 annually for any year in which the eligible teacher is assigned a mentoring or model teacher role by the LEA
	Lead Professional - \$2,500 annually for any year in which the eligible teacher is assigned a designated teacher leader role by the LEA
	Teachers on improvement plans are not eligible for stipends for the duration of the improvement plan. The teacher is eligible for approved stipends after the first full evaluation year that follows release from the improvement plan.
	New hires may be placed directly in the level deemed most appropriate by the LEA after review of performance evaluations from previous LEAs/schools demonstrate effectiveness and all other professional qualifications. The LEA reserves the right to determine where to place new hires after review of all circumstances.
	Part-time teachers are eligible for the exceptional educator stipend in an amount equivalent to the part-time employment. For example, a teacher leader who serves during 2 of four instructional periods a day would be eligible for 50% of the stipend amount.
<b>School Placement Incentives (Strategic Staffing)</b>	
	Teachers who are selected by the LEA for and who agree to placements in high needs or hard to staff schools, and who are otherwise eligible, will receive an annual stipend in the amount of \$3,500.
	Teachers on improvement plans are not eligible for stipends for the duration of the improvement plan. The teacher is eligible for approved stipends after the first full evaluation year that follows release from the improvement plan.

*Draft Compensation Model Frameworks for Discussion*

<b>MODEL F</b>	
	New hires may be placed directly in the level deemed most appropriate by the LEA after review of performance evaluations from previous LEAs/schools demonstrate effectiveness and all other professional qualifications. The LEA reserves the right to determine where to place new hires after review of all circumstances.
	Part-time teachers are eligible for the school placement stipend in an amount equivalent to the part-time employment. For example, a teacher leader who serves during 2 of four instructional periods a day would be eligible for 50% of the stipend amount.

*Draft Compensation Model Frameworks for Discussion*

<b>MODEL G</b>				
This compensation model is based on the Tiered Certification levels of the Georgia Professional Standards Commission which support career pathways for Georgia’s teachers. Districts would determine the criteria for placing the teachers at the appropriate level within each compensation range.				
<b>Years of Creditable Service</b>	<b>Induction Certification</b>	<b>Performance-Based Professional Certification</b>	<b>Advanced Certification*</b>	<b>Lead Certification*</b>
<b>0 – 2</b>	\$35,000 – \$39,999			
	20% - \$36,000 50% - \$37,500 80% - \$39,000			
Teachers with an Induction Certificate may advance on the salary schedule by: <ul style="list-style-type: none"> <li>• Receiving a Proficient rating on the Teacher Keys Effectiveness System and accepting additional grade, team, or department level responsibilities as defined by the Principal.</li> <li>• Receiving an Exemplary rating on the Teacher Keys Effectiveness System</li> </ul>				
<b>3 – 30+</b>		<b>\$40,000 – \$59,999</b>		
		20% - \$44,000 50% - \$50,000 80% - \$56,000		
Teachers with an Exemplary or Performance-Based Professional Certificate may advance on the salary schedule by: <ul style="list-style-type: none"> <li>• Receiving a Proficient rating on the Teacher Keys Effectiveness System and by accepting additional school level responsibilities. Examples of school-level responsibilities include:               <ol style="list-style-type: none"> <li>1. Serving as chairperson of the grade level, team, or department to which the teacher is assigned;</li> <li>2. Serving as chairperson of the Student Support Team/Response to Intervention Team;</li> <li>3. Serving as chairperson of the school-level Accreditation Team;</li> <li>4. Serving as chairperson of the School Improvement Team or Leadership Team;</li> <li>5. Serving as an officer of the parent/teacher organization or chairperson of a major event sponsored by the parent/teacher organization;</li> </ol> </li> </ul>				

*Draft Compensation Model Frameworks for Discussion*

<ol style="list-style-type: none"> <li>6. Providing professional development training at the school level on a topic determined to enhance student achievement/growth and approved by the Principal;</li> <li>7. Serving as an Induction Specialist to support new teachers to the profession;</li> <li>8. Serving as a Supervisor to Pre-service Interns.</li> </ol>				
Years of Creditable Service	Induction Certification	Performance-Based Professional Certification	Advanced Certification*	Lead Certification*
<b>5 – 30+</b>			<b>\$60,000 – \$75,000</b>	<b>\$60,000 – \$75,000</b>
			20% - \$63,000 50% - \$67,500 80% - \$72,000	20% - \$63,000 50% - \$67,500 80% - \$72,000
<p>Teachers with Advanced or Lead Professional Certificate may advance on the salary schedule by receiving an Exemplary or Proficient rating on the Teacher Keys Effectiveness System and accepting multiple additional school or district level responsibilities as determined by the Principal.</p> <p>Examples of school-level responsibilities include:</p> <ol style="list-style-type: none"> <li>1. Serving as chairperson of the grade level, team, or department in which the teacher is assigned;</li> <li>2. Serving as chairperson of the Student Support Team/Response to Intervention Team;</li> <li>3. Serving as chairperson of the school-level Accreditation Team;</li> <li>4. Serving as chairperson of the School Improvement Team or Leadership Team;</li> <li>5. Serving as an officer of the Parent Organization or Chairperson of a major event sponsored by the Parent Organization</li> <li>6. Providing professional development training at the school-level on a topic determined to enhance student achievement/growth and approved by the Principal;</li> <li>7. Serving as an Induction Specialist to support new teachers to the profession;</li> <li>8. Serving as a Supervisor to Pre-service Interns.</li> <li>9. Partnering with Principal to complete observations/walk-throughs for Teacher Keys Effectiveness System</li> </ol> <p>Examples of district-level responsibilities include:</p> <ol style="list-style-type: none"> <li>1. Serving on curriculum development committee;</li> <li>2. Serving on professional development committee;</li> <li>3. Serving on district accreditation team;</li> <li>4. Serving on district leadership team;</li> <li>5. Providing professional development training at the district level on a topic determined to enhance student achievement/growth and approved at the district level.</li> </ol>				