

ATTACHMENT B

1. In the 2016-2017 school year eligible teachers will move one level from their placement in 2015-2016.
2. A teacher is eligible for progression on the Compensation Plan based on the following factors:
 - A. Evaluation = The teacher receives either an effective or highly effective rating for the 2015-2016 school year. This factor is given 75% weight.
 - B. Academic Needs of Students = Provides for consistency for students by having effective and highly effective teachers in consecutive years. It is given 15% weight and is strategically applied to address the academic needs of students by targeting teacher turnover and retention.
 - C. Years of Service = The teacher returns for one additional year of service. This factor is given 10% weight.
3. A teacher who receives an ineffective or needs improvement evaluation for the prior school year will not move on the Compensation Plan and will not receive any increase in compensation.
4. In determining the salary amounts in the Compensation Plan, the parties assumed that 15% of teachers would not be eligible for an increase due to receiving an ineffective or needs improvement evaluation for the prior year. The funds that otherwise would have been used for increases for those ineligible teachers was included in the funds used to arrive at the salary amounts shown below. In the event fewer than 15% of teachers are ineligible for salary increases due to evaluation ratings, the District will spend additional funds from its cash reserves to provide those teachers with the increases shown below. If more than 15% of teachers are ineligible for salary increases due to evaluation ratings, any money that would have been given to those teachers as increases will be distributed equally among all teachers receiving an effective or highly effective evaluation rating in the form of a stipend.
5. Compensation earned by teachers during a school year will be paid in twenty-six (26) equal installments during the school year.

2016-2017 Compensation Plan	
Effectiveness Levels	2016-2017 Salary
A	40,000
B	40,200
C	42,500
D	43,900
E	45,300
F	46,800
G	48,100
H	49,100
I	50,600
J	51,800
K	53,200
L	54,600
M	56,100
N	57,700
O	59,000
P	59,400