

MONONA GROVE SCHOOL DISTRICT
TEACHER/EDUCATIONAL SPECIALIST COMPENSATION PLAN
Revised 05/10/2023

Definitions

Master Educator License (DPI or NBCT)

This optional lifetime license may be issued to educators who successfully completed a National Board Certification by National Board of Professional Teaching Standards (NBPTS) or a Wisconsin Master Educator Assessment Process (WMEAP). Educators who receive a Wisconsin Master Educator License between on January 1 through August 31 will receive salary advancement on the compensation plan effective July 1. Educators who receive a Wisconsin Master Educator License on September 1 through December 31, will receive salary advancement on the compensation plan effective January 1.

District-Approved Advanced Degrees

Educators who complete a district-approved master's degree or doctoral degree, indicated by transcripts noting that the degree has been conferred, on January 1 through August 31 will receive salary advancement on the compensation plan effective July 1. Educators who complete a master's degree or doctoral degree, indicated by transcripts noting that the degree has been conferred, on September 1 through December 31 will receive salary advancement on compensation plan effective January 1. Educators will only receive credit on the compensation plan for one master's degree or doctoral degree.

Leadership Positions

Leadership positions are specific roles in the district that may be in addition to or in lieu of a classroom teaching assignment. Currently, these roles would include positions such as Full Release Mentor, Teacher on Special Assignment (TOSA), Instructional Coach, Math Coach, School Psychologist, Career and Technical Education Coordinator, and MG21 Executive Director. Leadership roles may not be permanent assignments and service in one of these roles may be limited to a range of years.

Base Wage Increase

Annual Negotiated Base Wage Increase up to CPI (current law).

Supplemental Increase

An additional salary increase approved by the Board depending upon funds available in the budget, and district priorities.

Compensation Plan Salary Advancement

The information below outlines the guidelines for salary advancement within the compensation plan.

Salary Advancement

The compensation plan cells and step movement within the plan reflect the negotiated base wage increase and any approved supplemental compensation. While movement through the salary schedule is subject to bargaining, in general, educators advance one step per year. Educators may move lanes through obtaining a district-approved advanced degree and/or obtaining National Board Certification or a Wisconsin Master Educator License, as defined above.

Leadership Position Stipends

Leadership position stipends are not included in an educator's base wage nor are they reflected within a lane on the compensation plan. These stipends range from \$3,000-\$6,000, and are provided on an annual basis while the educator serves in a leadership position.

Items not Included in Teacher Compensation Plan

The Teacher Compensation Plan does not include compensation for positions that are currently found on the co-curricular and additive schedules. This plan also does not include the categories for additional compensation, such as pay for meetings and supervision, currently contained in the Teacher Handbook.

2023-2024 Teacher Compensation Plan
Appendix A

APPROVED 5/10/23

Step	BA	MA	PhD	NBCT or WMEAP BA	NBCT or WMEAP MA	NBCT or WMEAP PhD
1	\$ 48,824	\$ 51,824	\$ 54,824			
2	\$ 49,924	\$ 52,924	\$ 55,924			
3	\$ 51,024	\$ 54,024	\$ 57,024			
4	\$ 52,124	\$ 55,124	\$ 58,124	\$ 55,124	\$ 58,124	\$ 61,124
5	\$ 53,224	\$ 56,224	\$ 59,224	\$ 56,224	\$ 59,224	\$ 62,224
6	\$ 54,324	\$ 57,324	\$ 60,324	\$ 57,324	\$ 60,324	\$ 63,324
7	\$ 55,424	\$ 58,424	\$ 61,424	\$ 58,424	\$ 61,424	\$ 64,424
8	\$ 56,524	\$ 59,524	\$ 62,524	\$ 59,524	\$ 62,524	\$ 65,524
9	\$ 57,624	\$ 60,624	\$ 63,624	\$ 60,624	\$ 63,624	\$ 66,624
10	\$ 58,724	\$ 61,724	\$ 64,724	\$ 61,724	\$ 64,724	\$ 67,724
11	\$ 59,824	\$ 62,824	\$ 65,824	\$ 62,824	\$ 65,824	\$ 68,824
12	\$ 60,924	\$ 63,924	\$ 66,924	\$ 63,924	\$ 66,924	\$ 69,924
13	\$ 62,024	\$ 65,024	\$ 68,024	\$ 65,024	\$ 68,024	\$ 71,024
14	\$ 63,124	\$ 66,124	\$ 69,124	\$ 66,124	\$ 69,124	\$ 72,124
15	\$ 64,224	\$ 67,224	\$ 70,224	\$ 67,224	\$ 70,224	\$ 73,224
16	\$ 65,324	\$ 68,324	\$ 71,324	\$ 68,324	\$ 71,324	\$ 74,324
17	\$ 66,424	\$ 69,424	\$ 72,424	\$ 69,424	\$ 72,424	\$ 75,424
18	\$ 67,524	\$ 70,524	\$ 73,524	\$ 70,524	\$ 73,524	\$ 76,524
19	\$ 68,624	\$ 71,624	\$ 74,624	\$ 71,624	\$ 74,624	\$ 77,624
20	\$ 69,724	\$ 72,724	\$ 75,724	\$ 72,724	\$ 75,724	\$ 78,724
21	\$ 70,824	\$ 73,824	\$ 76,824	\$ 73,824	\$ 76,824	\$ 79,824
22	\$ 71,924	\$ 74,924	\$ 77,924	\$ 74,924	\$ 77,924	\$ 80,924
23	\$ 73,024	\$ 76,024	\$ 79,024	\$ 76,024	\$ 79,024	\$ 82,024
24	\$ 74,124	\$ 77,124	\$ 80,124	\$ 77,124	\$ 80,124	\$ 83,124
25	\$ 75,224	\$ 78,224	\$ 81,224	\$ 78,224	\$ 81,224	\$ 84,224
26	\$ 76,324	\$ 79,324	\$ 82,324	\$ 79,324	\$ 82,324	\$ 85,324
27	\$ 77,424	\$ 80,424	\$ 83,424	\$ 80,424	\$ 83,424	\$ 86,424
28	\$ 78,524	\$ 81,524	\$ 84,524	\$ 81,524	\$ 84,524	\$ 87,524
29	\$ 79,624	\$ 82,624	\$ 85,624	\$ 82,624	\$ 85,624	\$ 88,624
30	\$ 80,724	\$ 83,724	\$ 86,724	\$ 83,724	\$ 86,724	\$ 89,724