



TEACHER COMPENSATION MODEL

2024-2025 SCHOOL YEAR

To present a compensation model that attracts, retains, rewards and develops high quality teaching staff that is competitive with our benchmark districts.

Introduction

The School District of Elmbrook prides itself on the excellent education provided to all students. We believe the most significant impact on ensuring student success is maintaining our ability to attract and retain the highest quality teaching staff in every classroom. One significant way we accomplish this is by aligning salaries to the top-quartile compensation for teachers in the region, represented in green on the salary structures later in this document. Periodically, the District will conduct a market analysis to ensure our salaries are keeping pace with benchmark Districts.

The new Teacher Compensation model, approved by the Board of Education on February 20, 2024, was designed in response to staff feedback regarding limitations of the previous compensation model that had been in effect since 2016. More specifically, the new model seeks to:

1. Create a clear pathway to a sustained, competitive wage over the course of one's teaching career, including those at or near the top of the pay scale
2. Provide a pathway for all teachers to achieve the 75th percentile target salary of their regional peers
3. Recognize and value experience and expertise in one's current position with additional compensation and movement across a salary band
4. Simplify the process of leveling up, or what is now described as band advancement, by encouraging engagement and impact beyond the classroom

Critical Success Factors

These critical success factors demonstrate the District's commitment to certain aspects and provide a lens for how we expect our work to be judged.

- Promotes Professional Growth
- Promotes Elmbrook as a Destination District
- Is Financially Sustainable
- Has Consistency
- Does Not Negatively Impact Pay (Hold Harmless)
- Honors Core Values
- Aligns with the District's Strategies
- Is Easily Understood
- Limits Subjectivity

Factors Influencing Pay

Three factors will determine a teacher’s total annual compensation increase: an annual percentage increase, professional learning, and when eligible, band advancement.

Type of Increase	Definition	Influencing Factors
Annual Increase to the Salary Structure	<ul style="list-style-type: none"> • Added to the salary structure. • Wage increases remain as affixed increases. • Applicable to all staff who are in good standing (not on an active Intensive Support Plan) 	<ul style="list-style-type: none"> • Annual increase determined by district and state budget factors
Professional Learning	<ul style="list-style-type: none"> • Added to the employee’s salary. • Paid at \$1,000 for new District employees in their first 4 years of employment. • Paid at \$800 for staff in years 5 and beyond. 	<ul style="list-style-type: none"> • Professional Learning completion • Years of District experience • Band placement
Band Advancement	<ul style="list-style-type: none"> • Added to the employee’s salary. • Occurs at the end of year 4, then 5-year milestones 	<ul style="list-style-type: none"> • Impact Experience point requirement is met for the 5-year interval • Band placement <ul style="list-style-type: none"> ○ Bands 1-6: Four (4) points per year ○ Bands 7-9 or Level 30: Three (3) points per year

Previous Year’s Salary

+ (% Annual Increase to the Salary Structure)

+ Professional Learning (\$1,000 or \$800, if completed)

+ Band Advancement (if eligible and Impact Experience Points are complete)

= Next Year’s Salary

Professional Learning

Continued learning, training and development is a value of our staff members and school district. As a core component of the compensation model, the importance of a staff members' professional learning is recognized and rewarded. Annually, staff are eligible to record and submit their learning hours, with maximum amounts and associated compensation determined by years of experience in Elmbrook. Supervisors are responsible for ensuring the alignment and completion of learning hours once submitted for approval.

New Elmbrook employees in years 1-4 will receive \$1,000 for completion of 24-40 hours of professional learning. These hours and compensation reflect the additional hours of required training of staff new to the Elmbrook Schools. Employees who have 5 or more years of experience will receive \$800 in compensation for 20 hours of completed learning.

Below is a sample list of approved opportunities. As with Impact Experience Points, a full list of Approved Opportunities will be published by June 1 of each year.

Sample of Approved Professional Learning Opportunities

Instructional Practices/Strategies

AVID, District-Provided Training (Technology, Special Education, Macrocredentials)*, National Board Certification, Workshop/Conference, Elmbrook Literacy Foundation*, Canvas*, Social Emotional Learning Training, Book Studies, Elmbrook EdCamp

Curriculum Training

Advanced Placement*, Project Lead the Way*, Graduate Course - Content Area, Amplify, MyView*, AVMR*, Sondag*

Certifications/Compliance

National Board Certification, CAPP (Dual Credit), Industry Recognized Certification*, CPI*, CPR/First Aid*, Aspire/ACT/Forward, Proctor, 316/317 License, Special Education License

Leadership Training

Student Teacher Supervisor Training, Administrator Training/Licensure

**May be required of new employees*

Impact Experience Points and Band Advancement

Advancement from one band to the next is determined by accumulated Impact Experience Points. Impact Experiences incent and recognize each employee's engagement and impact beyond the classroom and are in addition to one's standard teaching expectations. Impact Experiences promote employee engagement, student connections and opportunities, leadership development, and/or contribute towards a safe and secure learning environment.

Points are attributed to each experience based on the projected time commitment. All experience opportunities will be published by June 1 of each year for staff awareness and access.

Impact Experience Point Details

- Impact Experience Point requirements differ based on the staff member's Band.
 - Band One (1) - 16 total points (4 per year)
 - Bands Two through Six (2-6) - 20 total points per band (4 per year)
 - Bands Seven through Nine (7-9) - 15 total points per band (3 per year)
- Points can be earned all in one year or over the course of one's time in any particular band.
- After advancing to the next band, points are reset to 0.
- Part-time staff can earn prorated experience points:
 - up to .25 FTE = 1 impact experience point required
 - .26 FTE - .50 FTE = 2 impact experience points required
 - .51 FTE - .75 FTE = 3 impact experience points required
 - .76 FTE - 1.0 FTE = 4 impact experience points required
- All staff members will record their experiences and points in Skyward and their supervisor will verify and approve the completion of each experience and the associated points.
- Staff members advancing from the gray levels to the green levels are required to complete impact experience points in the same manner as staff advancing to a new band.



2024-25 Impact Experience Opportunities

**One
Point**
(5-10 Hours)

- Co-Curricular Club/Activity Level 1
- Curriculum Update
 - K-5 Math Scope/Sequence
 - 4K-5 ELA Adjustments
- Extra School Assignment (Safety, Technology, PTO)
- Mentor - New Teacher or LT Substitute
- New Curriculum Adoption Implementation year
 - Elementary Science
 - K-12 Phy Ed & Health
- School Community Service or Fundraiser Project
- Science/Social Studies Leaders (Elem/Middle/High)
- School Special Event Coordinator
- Teacher Roundtable
- Wellness Champion

**Two
Points**
(11-24 Hours)

- 1-Year Curriculum Review (Post Implement)
 - 6-12 CTE
 - 6-12 ELA
 - 7-12 World Language
- Athletic Director (Middle)
- AVID or ACP Site Team (Middle/High)
- Canvas Lead (Middle/High)
- Club/Activity Advisor Level 1 or 2
- Curriculum - Benchmark/ Rubric Writing
 - 6-12 Social Studies
- Extended School Year
- Homebound Instruction
- Literacy Leaders (High)
- Literacy/Math Leader (Elem/Middle/High)
- Macro Credential Docent
- New Curriculum Adoption
 - High School Science (AP)
 - World Language - French
- Stdt Assessment Coordinator (Elem/Middle)
- Summer Jump Start

**Three
Points**
(25-40 Hours)

- AVID Site Coordinator
- Club/Activity Advisor Level 3
- Curricular Alignment Team (Evaluation & Writing)
- Department Chair (Middle/High), Elem Special Ed
- Mentor - Student Teacher
- New Curriculum Adoption Implementation year
 - 9-12 Science

**Four
Points**
(41+ Hours)

- Club/Activity Advisor Level 3-7
- Coach Sport (Middle/High)
- Curricular Pilot Teacher
- IGNITE (*formerly SAIL*) Team
- New Curriculum Adoption Implementation year
 - Middle School Science
- Summer School Teacher

**Flexible
Points**
(Determined by
Supervisor, Role, and/or
Documented Hours)

- Academic Overnight Experience (Pts vary based on length and role)
- Bus, Lunch and Recess Duty (Elem/Middle - not grade level recess) - 1 Pt/Qtr
- Curriculum Standards Learning
 - AVID, Digital Citizenship, Music & Math
- District Event Coordination (Varies)
- Evening School Event Supervision (minimum 8 hours or 4 events)
- Event Worker (Sport or Dances) or Supervisor (minimum 8 hrs)
- Future Teacher Strand Mentor (1 pt/qtr)
- In-House Sub (minimum 10 Hrs/Pt)
- PD Facilitator (Hrs Vary)
- School/District Team Leader (Varies with scope of team)
- School/District Team Participant (Varies with scope of team)
- Stdt Assessment Coordinator(s) (High)
- Summer School Substitute (minimum 8 hours)
- Teaching Overload (Varies for time and prep)

Compensation Structures

The District provides three distinct salary structures that are aligned to the 75th percentile of regional peers' salaries for similar positions and experience. The salary structures are used to differentiate pay based on identified need (Critical Shortage) or positions that require an advanced degree (Master's Required). These include:

- Core (majority of teaching positions)
- Critical Shortage (assessed annually against criteria)
- Student Services/Master's Required

Each salary structure has nine (9) salary bands, grouped at five-year intervals. These bands represent the entire teaching career of any staff member. If the professional learning expectation is met each year, the staff member will advance each level, which will often correspond with one's years of total teaching experience.

New-to-the District staff will be placed in the corresponding compensation structure in the green bands and levels based on total teaching experience.

Core Structure	Critical Shortage Structure	Student Services/Master's Required Structure
<ul style="list-style-type: none"> • 6-8 Core • 9-12 Business Education • 9-12 English • 9-12 Social Studies • Elementary • English Learner • Family & Consumer Education • K-12 Art • K-12 Music • K-12 Physical Education • Library • Reading • Special Education 	<ul style="list-style-type: none"> • 6-12 Technology Education • 6-12 World Languages • 9-12 Computer Science • 9-12 Math • 9-12 Science • Teaching & Learning Specialist • Vision Impairment • Mobility/Orientation 	<ul style="list-style-type: none"> • Counselor • Nurse • Occupational Therapist • Physical Therapist • Speech/Language Pathologist • CAPP Certification for non-Critical Shortage Positions

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2024-2025 Core Structure

Core		Band (Impact Experience Points Drive Movement Across Bands)								
	Level	1	2	3	4	5	6	7	8	9
Level (Professional Learning Hour Completion Advances Levels)	1	\$ 51,000								
	2	\$ 52,000								
	3	\$ 53,356								
	4	\$ 54,381	\$ 54,881							
	5	\$ 55,206	\$ 58,681	\$ 59,681						
	6	\$ 56,026	\$ 60,638	\$ 61,638						
	7	\$ 56,846	\$ 61,458	\$ 62,458						
	8	\$ 57,666	\$ 62,278	\$ 63,278						
	9	\$ 58,486	\$ 63,098	\$ 64,098						
	10	\$ 58,506	\$ 63,718	\$ 67,918	\$ 68,918					
	11	\$ 58,506	\$ 64,333	\$ 68,838	\$ 69,838					
	12	\$ 58,506	\$ 64,948	\$ 69,658	\$ 70,658					
	13	\$ 58,506	\$ 65,563	\$ 70,478	\$ 71,478					
	14	\$ 58,506	\$ 66,178	\$ 71,298	\$ 72,298					
	15	\$ 58,506	\$ 66,193	\$ 71,918	\$ 75,618	\$ 76,618				
	16	\$ 58,506	\$ 66,193	\$ 72,533	\$ 76,526	\$ 77,526				
	17	\$ 58,506	\$ 66,193	\$ 73,148	\$ 77,346	\$ 78,346				
	18	\$ 58,506	\$ 66,193	\$ 73,763	\$ 78,166	\$ 79,166				
	19	\$ 58,506	\$ 66,193	\$ 74,378	\$ 78,986	\$ 79,986				
	20	\$ 58,506	\$ 66,193	\$ 74,393	\$ 79,606	\$ 82,806				
	21	\$ 58,506	\$ 66,193	\$ 74,393	\$ 80,221	\$ 83,701				
	22	\$ 58,506	\$ 66,193	\$ 74,393	\$ 80,836	\$ 84,521				
	23	\$ 58,506	\$ 66,193	\$ 74,393	\$ 81,451	\$ 85,341				
	24	\$ 58,506	\$ 66,193	\$ 74,393	\$ 82,066	\$ 86,161				
	25	\$ 58,506	\$ 66,193	\$ 74,393	\$ 82,081	\$ 86,781	\$ 89,481			
	26	\$ 58,506	\$ 66,193	\$ 74,393	\$ 82,081	\$ 87,396	\$ 90,363			
	27	\$ 58,506	\$ 66,193	\$ 74,393	\$ 82,081	\$ 88,011	\$ 91,183			
	28	\$ 58,506	\$ 66,193	\$ 74,393	\$ 82,081	\$ 88,626	\$ 92,003			
	29	\$ 58,506	\$ 66,193	\$ 74,393	\$ 82,081	\$ 89,241	\$ 92,823			
	30	\$ 58,506	\$ 66,193	\$ 74,393	\$ 82,081	\$ 89,256	\$ 93,443	\$ 95,643		
	31		\$ 66,193	\$ 74,393	\$ 82,081	\$ 89,256	\$ 94,058	\$ 96,513		
	32		\$ 66,193	\$ 74,393	\$ 82,081	\$ 89,256	\$ 94,673	\$ 97,333		
	33		\$ 66,193	\$ 74,393	\$ 82,081	\$ 89,256	\$ 95,288	\$ 98,153		
	34		\$ 66,193	\$ 74,393	\$ 82,081	\$ 89,256	\$ 95,903	\$ 98,973		
	35		\$ 66,193	\$ 74,393	\$ 82,081	\$ 89,256	\$ 95,918	\$ 99,593	\$ 101,293	
	36		\$ 66,193	\$ 74,393	\$ 82,081	\$ 89,256	\$ 95,918	\$ 100,208	\$ 102,151	
	37		\$ 66,193	\$ 74,393	\$ 82,081	\$ 89,256	\$ 95,918	\$ 100,823	\$ 102,971	
	38		\$ 66,193	\$ 74,393	\$ 82,081	\$ 89,256	\$ 95,918	\$ 101,438	\$ 103,791	
	39		\$ 66,193	\$ 74,393	\$ 82,081	\$ 89,256	\$ 95,918	\$ 102,053	\$ 104,611	
	40		\$ 66,193	\$ 74,393	\$ 82,081	\$ 89,256	\$ 95,918	\$ 102,668	\$ 105,231	\$ 106,431

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2024-2025 Critical Shortage Structure

Critical Shortage		Band (Impact Experience Points Drive Movement Across Bands)								
	Level	1	2	3	4	5	6	7	8	9
Level (Professional Learning Hour Completion Advances Levels)	1	\$ 53,170								
	2	\$ 54,170								
	3	\$ 55,580								
	4	\$ 56,605	\$ 57,105							
	5	\$ 57,430	\$ 61,930	\$ 62,930						
	6	\$ 58,250	\$ 62,863	\$ 63,863						
	7	\$ 59,070	\$ 63,683	\$ 64,683						
	8	\$ 59,890	\$ 64,503	\$ 65,503						
	9	\$ 60,710	\$ 65,323	\$ 66,323						
	10	\$ 60,710	\$ 65,943	\$ 70,143	\$ 71,143					
	11	\$ 60,710	\$ 66,558	\$ 71,063	\$ 72,063					
	12	\$ 60,710	\$ 67,173	\$ 71,883	\$ 72,883					
	13	\$ 60,710	\$ 67,788	\$ 72,703	\$ 73,703					
	14	\$ 60,710	\$ 68,403	\$ 73,523	\$ 74,523					
	15	\$ 60,710	\$ 68,418	\$ 74,143	\$ 77,843	\$ 78,843				
	16	\$ 60,710	\$ 68,418	\$ 74,758	\$ 78,750	\$ 79,750				
	17	\$ 60,710	\$ 68,418	\$ 75,373	\$ 79,570	\$ 80,570				
	18	\$ 60,710	\$ 68,418	\$ 75,988	\$ 80,390	\$ 81,390				
	19	\$ 60,710	\$ 68,418	\$ 76,603	\$ 81,210	\$ 82,210				
	20	\$ 60,710	\$ 68,418	\$ 76,618	\$ 81,830	\$ 85,030				
	21	\$ 60,710	\$ 68,418	\$ 76,618	\$ 82,445	\$ 85,925				
	22	\$ 60,710	\$ 68,418	\$ 76,618	\$ 83,060	\$ 86,745				
	23	\$ 60,710	\$ 68,418	\$ 76,618	\$ 83,675	\$ 87,565				
	24	\$ 60,710	\$ 68,418	\$ 76,618	\$ 84,290	\$ 88,385				
	25	\$ 60,710	\$ 68,418	\$ 76,618	\$ 84,305	\$ 89,005	\$ 91,705			
	26	\$ 60,710	\$ 68,418	\$ 76,618	\$ 84,305	\$ 89,620	\$ 92,588			
	27	\$ 60,710	\$ 68,418	\$ 76,618	\$ 84,305	\$ 90,235	\$ 93,408			
	28	\$ 60,710	\$ 68,418	\$ 76,618	\$ 84,305	\$ 90,850	\$ 94,228			
	29	\$ 60,710	\$ 68,418	\$ 76,618	\$ 84,305	\$ 91,465	\$ 95,048			
	30	\$ 60,710	\$ 68,418	\$ 76,618	\$ 84,305	\$ 91,480	\$ 95,668	\$ 97,868		
	31		\$ 68,418	\$ 76,618	\$ 84,305	\$ 91,480	\$ 96,283	\$ 98,738		
	32		\$ 68,418	\$ 76,618	\$ 84,305	\$ 91,480	\$ 96,898	\$ 99,558		
	33		\$ 68,418	\$ 76,618	\$ 84,305	\$ 91,480	\$ 97,513	\$ 100,378		
	34		\$ 68,418	\$ 76,618	\$ 84,305	\$ 91,480	\$ 98,128	\$ 101,198		
	35		\$ 68,418	\$ 76,618	\$ 84,305	\$ 91,480	\$ 98,143	\$ 101,818	\$ 103,518	
	36		\$ 68,418	\$ 76,618	\$ 84,305	\$ 91,480	\$ 98,143	\$ 102,433	\$ 104,375	
	37		\$ 68,418	\$ 76,618	\$ 84,305	\$ 91,480	\$ 98,143	\$ 103,048	\$ 105,195	
	38		\$ 68,418	\$ 76,618	\$ 84,305	\$ 91,480	\$ 98,143	\$ 103,663	\$ 106,015	
	39		\$ 68,418	\$ 76,618	\$ 84,305	\$ 91,480	\$ 98,143	\$ 104,278	\$ 106,835	
	40		\$ 68,418	\$ 76,618	\$ 84,305	\$ 91,480	\$ 98,143	\$ 104,893	\$ 107,455	\$ 108,655

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2024-2025 Student Services/Master's Required Structure

Student Services		Band (Impact Experience Points Drive Movement Across Bands)								
	Level	1	2	3	4	5	6	7	8	9
Level (Professional Learning Hour Completion Advances Levels)	1	\$ 52,300								
	2	\$ 53,300								
	3	\$ 54,688								
	4	\$ 55,713	\$ 56,213							
	5	\$ 56,538	\$ 61,038	\$ 62,038						
	6	\$ 57,358	\$ 61,971	\$ 62,971						
	7	\$ 58,178	\$ 62,791	\$ 63,791						
	8	\$ 58,998	\$ 63,611	\$ 64,611						
	9	\$ 59,818	\$ 64,431	\$ 65,431						
	10	\$ 59,818	\$ 65,051	\$ 69,251	\$ 70,251					
	11	\$ 59,818	\$ 65,666	\$ 70,171	\$ 71,171					
	12	\$ 59,818	\$ 66,281	\$ 70,991	\$ 71,991					
	13	\$ 59,818	\$ 66,896	\$ 71,811	\$ 72,811					
	14	\$ 59,818	\$ 67,511	\$ 72,631	\$ 73,631					
	15	\$ 59,818	\$ 67,526	\$ 73,251	\$ 76,951	\$ 77,951				
	16	\$ 59,818	\$ 67,526	\$ 73,866	\$ 77,858	\$ 78,858				
	17	\$ 59,818	\$ 67,526	\$ 74,481	\$ 78,678	\$ 79,678				
	18	\$ 59,818	\$ 67,526	\$ 75,096	\$ 79,498	\$ 80,498				
	19	\$ 59,818	\$ 67,526	\$ 75,711	\$ 80,318	\$ 81,318				
	20	\$ 59,818	\$ 67,526	\$ 75,726	\$ 80,938	\$ 84,138				
	21	\$ 59,818	\$ 67,526	\$ 75,726	\$ 81,553	\$ 85,033				
	22	\$ 59,818	\$ 67,526	\$ 75,726	\$ 82,168	\$ 85,853				
	23	\$ 59,818	\$ 67,526	\$ 75,726	\$ 82,783	\$ 86,673				
	24	\$ 59,818	\$ 67,526	\$ 75,726	\$ 83,398	\$ 87,493				
	25	\$ 59,818	\$ 67,526	\$ 75,726	\$ 83,413	\$ 88,113	\$ 90,813			
	26	\$ 59,818	\$ 67,526	\$ 75,726	\$ 83,413	\$ 88,728	\$ 91,696			
	27	\$ 59,818	\$ 67,526	\$ 75,726	\$ 83,413	\$ 89,343	\$ 92,516			
	28	\$ 59,818	\$ 67,526	\$ 75,726	\$ 83,413	\$ 89,958	\$ 93,336			
	29	\$ 59,818	\$ 67,526	\$ 75,726	\$ 83,413	\$ 90,573	\$ 94,156			
	30	\$ 59,818	\$ 67,526	\$ 75,726	\$ 83,413	\$ 90,588	\$ 94,776	\$ 96,976		
	31		\$ 67,526	\$ 75,726	\$ 83,413	\$ 90,588	\$ 95,391	\$ 97,846		
	32		\$ 67,526	\$ 75,726	\$ 83,413	\$ 90,588	\$ 96,006	\$ 98,666		
	33		\$ 67,526	\$ 75,726	\$ 83,413	\$ 90,588	\$ 96,621	\$ 99,486		
	34		\$ 67,526	\$ 75,726	\$ 83,413	\$ 90,588	\$ 97,236	\$ 100,306		
	35		\$ 67,526	\$ 75,726	\$ 83,413	\$ 90,588	\$ 97,251	\$ 100,926	\$ 102,626	
	36		\$ 67,526	\$ 75,726	\$ 83,413	\$ 90,588	\$ 97,251	\$ 101,541	\$ 103,483	
	37		\$ 67,526	\$ 75,726	\$ 83,413	\$ 90,588	\$ 97,251	\$ 102,156	\$ 104,303	
	38		\$ 67,526	\$ 75,726	\$ 83,413	\$ 90,588	\$ 97,251	\$ 102,771	\$ 105,123	
	39		\$ 67,526	\$ 75,726	\$ 83,413	\$ 90,588	\$ 97,251	\$ 103,386	\$ 105,943	
	40		\$ 67,526	\$ 76,618	\$ 83,413	\$ 90,588	\$ 97,251	\$ 104,001	\$ 106,563	\$ 107,763