WEC Wisconsin Evaluation Collaborative

Wisconsin Teacher Compensation

Presentation at State Education Convention, January 22, 2025



Introductions and Objectives

Session Presenters



Dr. Bradley Carl
Co-Director WEC



Dr. Steve Kimball
Co-Director WEC



Mark Hansen
Superintendent,
Elmbrook



Andrea Sheridan
Superintendent
Athens



Dr. Dana Monogue
Superintendent
MIddleton-Cross Plains

Initial Study Context



Original Study (2015-16)

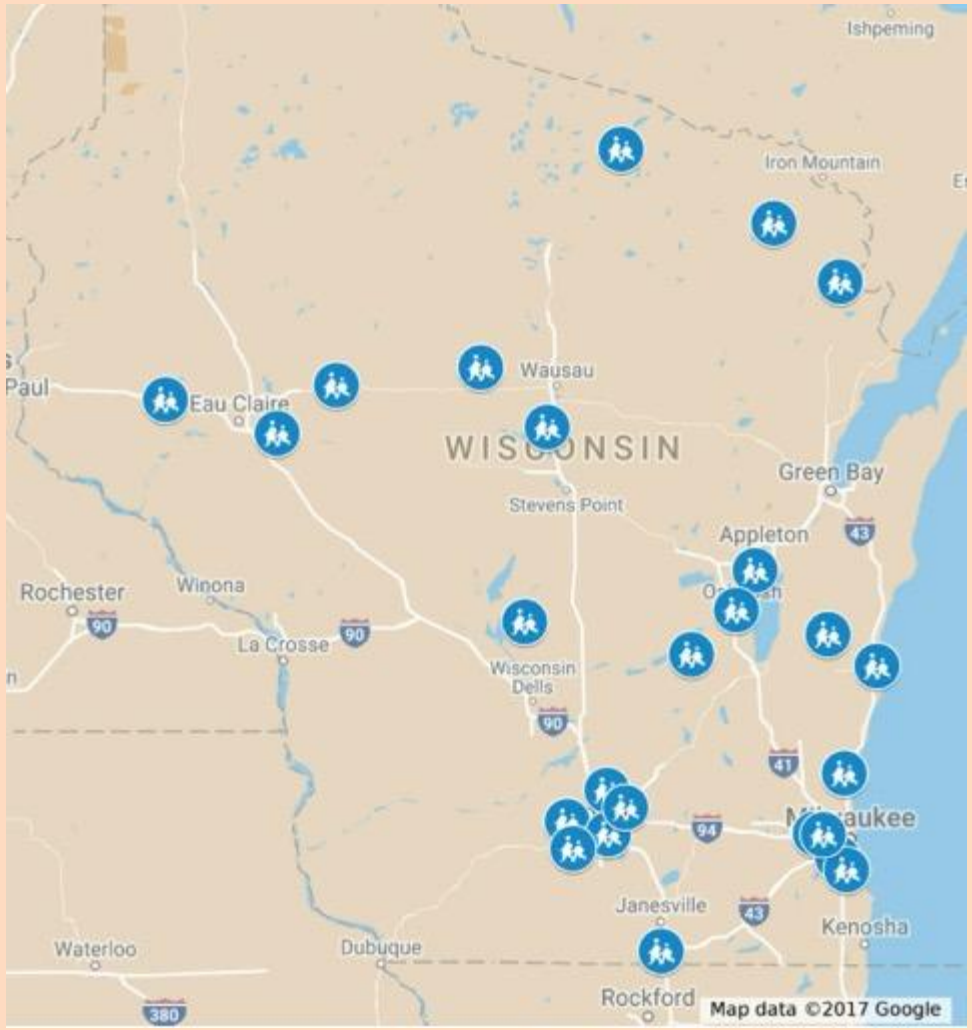
- Study of post-Act 10 teacher compensation practices
- Intent: Explore *if*, *how*, and *why* a sample of Wisconsin school districts changed teacher compensation following Act 10.

Heneman, H. G., III, Kimball, S. M., Worth, R., Arrigoni, J. S., & Marlin, D. (2019). Compensation Practices of School Districts When Collective Bargaining Disappears. Leadership and Policy in Schools, 18(4), 544–559.

Participating Districts

Participating Districts:

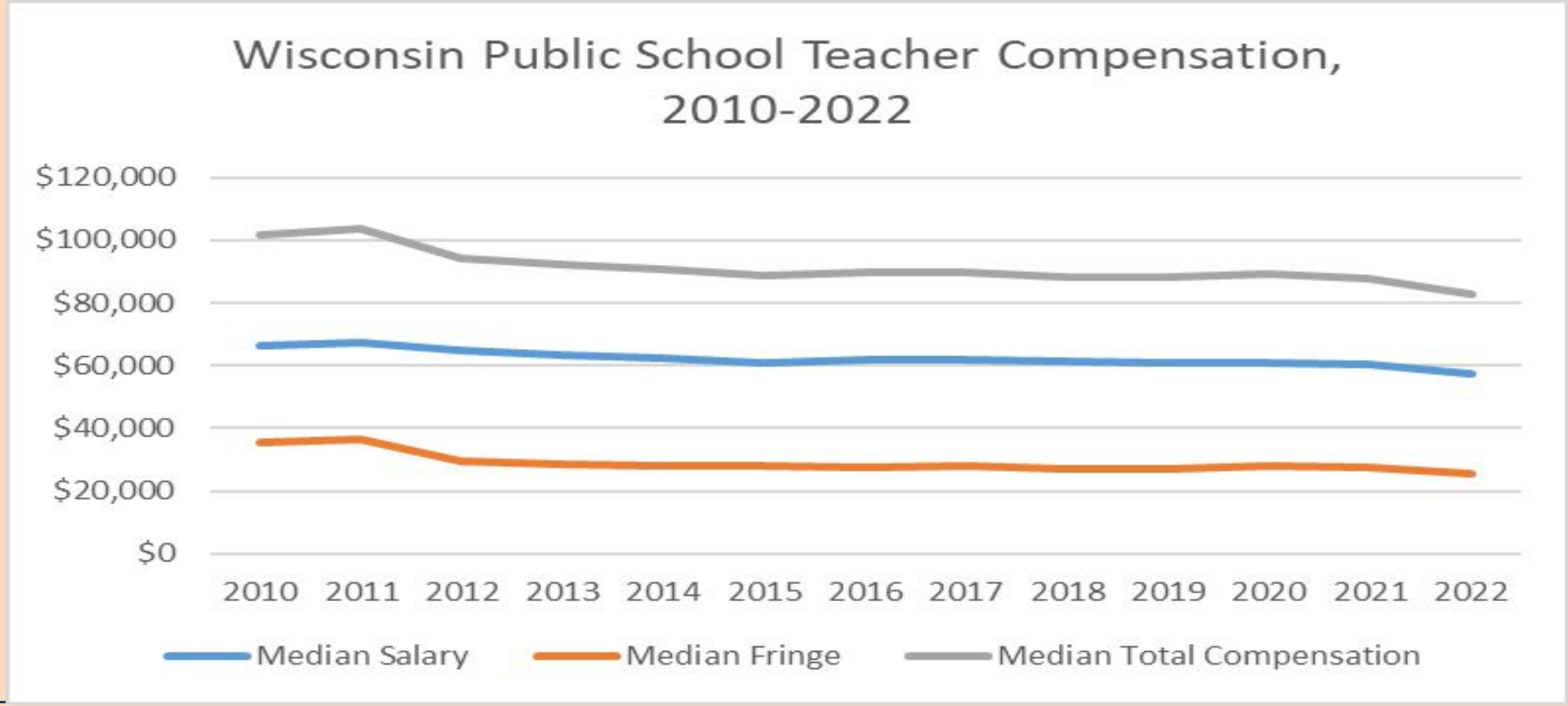
Adams-Friendship	Greenfield	Oak Creek-Franklin
Athens	Kiel	Oshkosh
Beloit-Turner	Menomonie Area	Ripon
DeForest	Middleton-Cross Plains	Sheboygan Area
Elmbrook	Monona Grove	Stanley-Boyd
Fall Creek	Mosinee	Sun Prairie
Goodman-Armstrong Creek	Neenah	Verona
Grafton	Northland Pines	Wausaukee
		Wauwatosa



Original Study Findings

- Top reasons for change were
  - Desire to pay higher performers more
  - Align pay system to available revenue/financial sustainability
  - Enable competition for teaching talent
  - Break from automatic steps and lanes approach
- Knowledge & skill systems developed to reward more specific and job-related attainment, compared to credits and degrees under traditional schedule
- Limited implementation of performance pay

WI Teacher Salary Trends



Current Study (2024-2025)

- Revisiting selected teacher salary reforms ~10 years later:
  - Point systems
  - Performance pay based on classroom performance
  - Recruitment/retention strategies

Point Systems

- Most study districts have removed or modified them
  - Perceived as favoring those with more time available (e.g., younger teachers with no family) + younger teachers could catch up and out-earn their more veteran peers
  - Points awarded didn't always match actual effort level/time commitment required
  - Perception of "salary cap" (max $ amount available)
  - Administrative burden

Performance Pay as of 2024-25

- Most have moved to across the board annual increases irrespective of performance
  - Explicitly or implicitly reproduce seniority steps of traditional schedule
- Of the 20 responding districts, only 7 now use any form of classroom performance for pay determination
  - Typically just require a minimum rating for an increase

Why pay for performance dropped?

- Principals don't want to differentiate
  - Strain on relationships
- Staff opposition/morale issues
  - Perceived inequities/favoritism
- Competitive disadvantage with peer districts
- "Limited differentiation wasn't worth the effort"

Recruitment Strategies

- Higher starting pay or larger % increases for those lower on schedule
- Signing bonuses for hard-to-fill positions
- Fewer contract days
- Wellness programs, Health Savings Accounts/Health Reimbursement Accounts, onsite clinics

Retention Strategies

- Longevity provisions, such as one-time or annual stipends
- Annual district performance bonus
- Leave flexibility, additional personal days
- Other: stay-interviews, district "thank-you" cards, focus on principal leadership

become what's next

2024 Teacher Compensation Model

District Goal: "Revise the Staff Compensation Model for each employee group by June 2024"

Elmbrook Schools
become what's next

Delivering on our District Goal!

- In June, 2023, the Board of Education approved the following District Goal:

"Revise the Staff Compensation Model for Each Employee Group by June 2024."

- In February, 2024, the Board of Education approved the new Teacher Compensation Model



Compensation Model Objectives

- **Clear pathway** to a competitive wage
- Value continued **learning** and broad **impact**
- **Simplify** band advancement
- Target **top quartile** in region



Factors Influencing Pay (All Base-Building)

Previous Year's Salary
+ % Annual Increase to the Salary Structure
+ Professional Learning ($1000, $800)
+ Band Advancement (if eligible and Impact Experience Points are complete)
= Next Year's Salary

Band	Levels	Band Increase	Points
1	0-4	New Educator	16
2	5-9	$4500	20
3	10-14	$4000	20
4	15-19	$3500	20
5	20-24	$3000	20
6	25-29	$2500	20
7	30-34	$2000	15
8	35-39	$1500	15
9	40+	$1000	15

Professional Learning Opportunities

- Determines one's ability to move down levels on the salary structure
- Posted annually by June 1
- Tighter menu of learning options
- Differentiated hour limits and corresponding compensation
  - 24-40 hrs ($1,000) for new Elmbrook employees (yrs 0-4)
  - 20 hours ($800) for employees with 5+ years Elmbrook experience
- Record in Skyward during the year, supervisor verified and approved

Sample List of Approved Opportunities

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

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

Certifications/Compliance
National Board Certification, 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 Experiences

Key characteristics include:

- Over and above one's standard teaching expectations
- 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)
- Can be earned flexibly while in any one particular band
- After advancing to the next band, points are reset to 0
- Record in Skyward during the year, supervisor verified and approved

Impact Experience Opportunities

Value (Est Hrs)	1 Point (5-10 Hrs)	2 Points (11-25 Hrs)	3 Points (26-40 Hrs)	4 Points (41+ Hrs)
Opportunities Across All Levels	• Wellness Champion • Co-Curricular Club/Activity Advisor (Level 1) • Mentor - New Teacher or Long-Term Sup • Teacher Roundtable • School/District Team Participant • Teaching Overload (Varies for time and prep) • Event Worker (Sport or Dances) or Supervisor (Varies) • New Curriculum Adoption (Set by TLC 1-4 points)	• Macro Credential Docent • In-House Sub (Hrs Vary) • Homebound Instruction • 1-Year Curriculum Review (Post implementation) • Extended School Year • PD Facilitator (Varies) • School/District Team Leader • Activity Advisor (Lev 1/2) • Future Teacher Mentor • District Event Coordination (Varies)	• Curricular Alignment Team (Evaluation & Writing) • Student Teacher Mentorship • Activity Advisor (Lev 3)	• Curricular Pilot Teacher • Ignite Team • Summer School • Activity Advisor (Lev 3-7)
Elementary	• Science/Social Studies Leaders • Special Events Coordinator • School Community Service or Fundraiser Project • Evening Event Supervision	• Literacy/Math Leader • Bus Duty • Duty Supervision • School Assessment Coordinator (SAC) • KG Momentum	• Grade Level Lead • Dept Chair Special Ed	• Semester lunch & recess duty (not grade level recess)
Middle School	• After-school events (e.g. dance) supervisor (2+) • Science/Social Studies Leaders	• Canvas Lead • Avid or ACP Site Team • Literacy/Math Leader • Athletic Director	• Department Chair • Literacy/Math Leader • AVID Site Coordinator	• Coach Sport • Bus/Lunch Duty Supervision
High School	• Door Duty/Safety Responsibility (CPI) • Summer Leadership Academy	• Avid or ACP Site Team • Testing Coordinator • Canvas Lead • Literacy Leaders	• ACT Test Coordinator • Dept Chair	• Coach Sport • AP Test Coordinator



Compensation Letter Information

- **2023-24** - FTE & Salary this year

*Pending Budget Approval

- **2024-25**
  - Structure, Band & Level
  - Salary - Next year's salary*
  - % Increase (3% minimum)*
  - Master's or Equivalent (50% or more)

**Assumes learning, band advancement when eligible, % increase, and board approval

- **2025-26**
  - % Increase (2.0% minimum)**
- **2026-27**
  - % Increase (1.5% minimum)**

2024-25 **Core** Salary Structure Forecasts Competitive Wage

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

Core Structure Positions

- 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

Key

- Green: 75th Percentile Target in 2024-25
- Gray: Staff ahead of band or salary target
- Yellow: Staff within one band of target
- Red: Staff two or more bands below target

2024-25 **Critical Shortage** Salary Structure Forecasts Competitive Wage

Critical Shortage	Band (Impact Experience Points Drive Movement Across Bands)								
Level (Professional Learning Hour Completion Advances Levels)	1	2	3	4	5	6	7	8	9
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

Critical Shortage Positions

- 6-12 Technology Education
- 6-12 World Languages
- 9-12 Computer Science
- 9-12 Math
- 9-12 Science
- Teaching & Learning Specialist
- Hearing/Vision Impairment
- Mobility/Orientation

Key

- Green: 75th Percentile Target in 2024-25
- Gray: Staff ahead of band or salary target
- Yellow: Staff within one band of target
- Red: Staff two or more bands below target

2024-25 **Student Services** Salary Structure Forecasts Competitive Wage

Student Services	Band (Impact Experience Points Drive Movement Across Bands)								
Level (Professional Learning Hour Completion Advances Levels)	1	2	3	4	5	6	7	8	9
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

Student Services/Master's Required Positions

- Counselor
- Nurse
- Occupational Therapist
- Physical Therapist
- Speech/Language Pathologist
- CAPP Certification for non-Critical Shortage Positions

Key

- Green: 75th Percentile Target in 2024-25
- Gray: Staff ahead of band or salary target
- Yellow: Staff within one band of target
- Red: Staff two or more bands below target

School District of Athens



Maple Grove Charter School



Athens Elementary



Athens Middle and High School

Leverage Educator Effectiveness – Performance Pay (2016)

Goal….

- Monetarily reward distinguished educators
- Attract and retain high quality, effective staff

Challenges, Reality and Results….

- Limited professional learning regarding the “why” or purpose of the Educator Effectiveness System
- Lack of explicit, honest feedback on teaching and learning cycles
- Rating inflation by campus principals
- Negative impact on climate and culture
- Change in district leadership (2018 and 2021)

Financial Implications….

- Sustainability with limited resources

School District of Athens

Student Enrollment	**471**
Administrators	**3.5**
Central Office Staff	**4**
Certified Staff	**41**
Support Staff	**26**
Marathon County Special Education Staff	**14**



Operating Budget $9,490,488
Voters in the School District of Athens approved the District's non-recurring operational referendum that was on the April 4, 2023 spring election ballot. The measure allowed the District to exceed its state-set revenue limits by $1.67 million in 2023-24 and by $1.2 million for each of the next three years. We are currently in year two, of the four year referendum.

Traditional Compensation Model (2024)

Certified Staff Contract - 187 Days

- Student Contact Time 172
- Professional Learning 8
- Faculty Meetings & Trainings 4
- Paid Holidays 3

TEACHING EXPERIENCE	PAY RANGE
1 - 5 years	$40,000 - $48,000
6 - 15 years	$48,100 - $57,000
16 + years	$57,100 - $72,500



Opportunities for Permanent Base Wage Additions

Life License: Graduate Credits

- $500 for each additional six (6) graduate credits

Advanced Degree: Master, Master Educator, Doctorate, National Board Certified Teacher

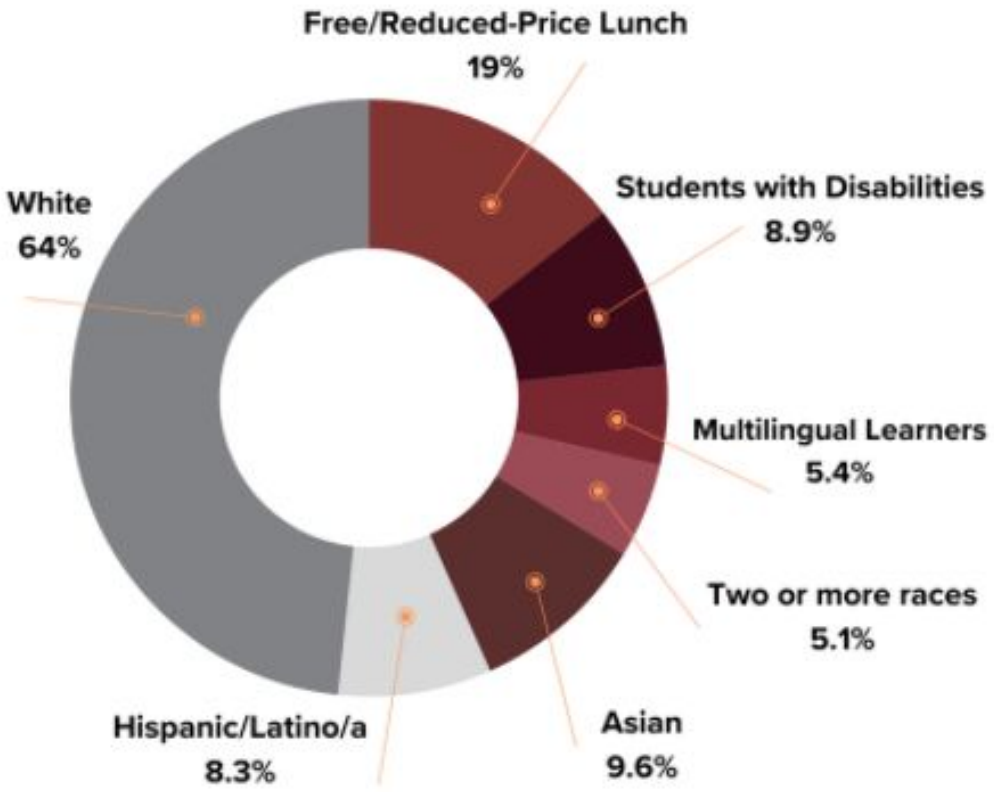
- $4000 per advanced degree

Supplemental Pay

Athletic Coaches Schedule	Employee Handbook (pay chart)
Co-Curricular Advisor Schedule	Employee Handbook (pay chart)
Extra Duty Schedule	Employee Handbook (pay chart)
CWETN Teacher	$200/class/semester
Dual Credit Teacher	$200/class/semester
AP Courses	$200/class/semester
Student Teacher	$500/semester

Middleton-Cross Plains Area School District

Student Demographics



ABOUT OUR DISTRICT

1 Early Learning Center
7 Elementary Schools
2 Middle Schools
1 High School
1 Charter High School

Employees (full and part-time)
1,163

Enrollment: 7,126
Grades 4K - 12

Geographically located just West of Madison

Middleton–Cross Plains Area School District
inclusive. innovative. inspiring.

Discover the Difference

#1 School District in the Madison Area

#1 Best Place to Teach in Dane County

Top Public Schools in the Madison Area:

- Middleton High School
- Pope Farm Elementary School
- Kromrey Middle School

MHS, the state's largest high school, serves nearly **2,400 students.**

Students come from households speaking 60 different languages.

In 2023-2024, MHS achieved **five state championships** in athletics







2025 NICHE BEST SCHOOLS

Middleton–Cross Plains Area School District

inclusive. innovative. inspiring.

MCPASD Strategy Map

Mission, Vision, Values, and Goals

- Commitment to excellence and equity
- Alignment with Board and District priorities

Focus Areas

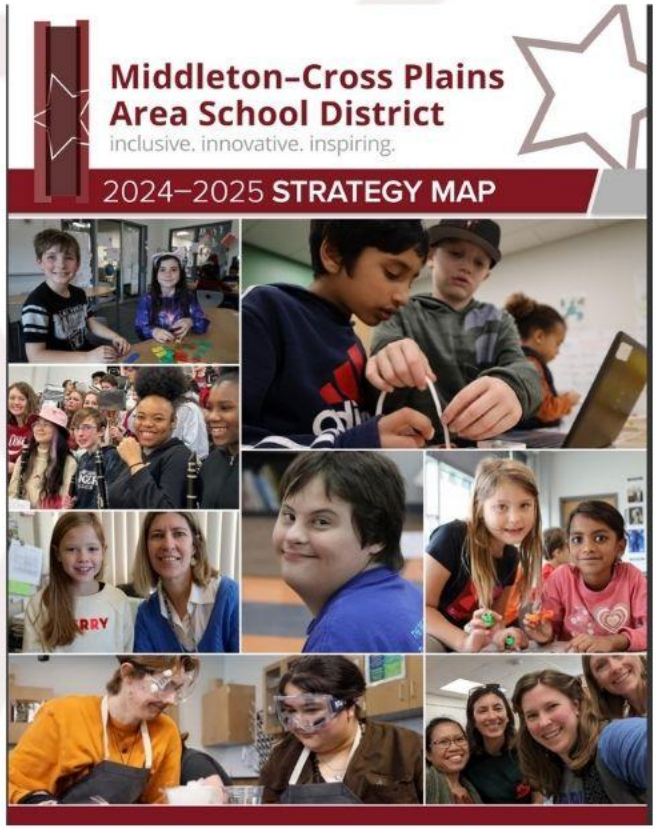
- Students, staff, and the greater community

Key Metrics

- Progress monitored with measurable outcomes
- Reviewed and refreshed annually through collaboration

Communication

- Sent to every family each year



Middleton–Cross Plains
Area School District
inclusive. innovative. inspiring.

Alignment and Accountability

Staff Focus

Board Goals:

1. Increase the number of staff of color in all employee groups until our staff demographics at least match our district demographics.
2. Achieve a 90% retention rate in all employee groups.

District Goals:

1. Increase the percentage of teachers who identify as BIPOC to 7% by the beginning of the 2024-2025 school year.
2. Maintain a 95% retention rate of staff who identify as BIPOC by the end of the 2024-2025 school year.

Tracking Progress

- Retention rate across all employee groups: **91.74%, up from 84.4% in 2023-2024.**
- Percentage of employees identifying as BIPOC (Black, Indigenous, and People of Color) across all employee groups: **13.53%, up from 12.1%.**
- **Staff Engagement Survey question**: *"I receive timely and meaningful feedback that helps me improve my practice from a variety of sources."*
  - **2.73/4.0, up from 2.66/4.0 in 2022-2023.**
- **Staff Engagement Survey question:** *"I am provided with professional learning opportunities that support my development."*
  - **2.68/4.0, up from 2.51/4.0 in 2022-2023.**



Middleton–Cross Plains Area School District
inclusive. innovative. inspiring.

Teacher Compensation Model Overview

Collaborative Development:

- Developed with input from certified staff and the board of education.

Implementation:

- Fully implemented in the 2024-2025 school year.

Steps - Years of Service:

- Each step equates to the total years of service.
- No cap: Continuous recognition for staff's service.

Compensation Philosophy:

- This structure is the 1st step towards achieving the district's long-term goals.





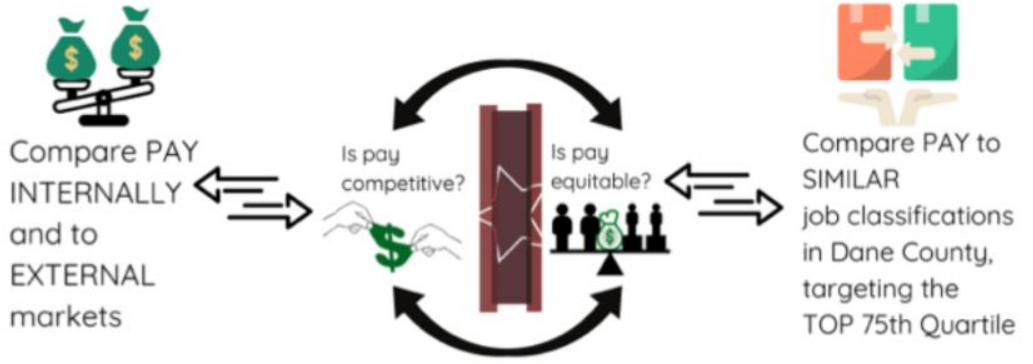
Middleton–Cross Plains Area School District
inclusive. innovative. inspiring.

Teacher Compensation Model Overview

Step	BA	MA or BA w/NBTS or DPI Masters Educator or School Nurse	MA w/NBTS or DPI Masters Educator or OT, School Counselor, Social Worker & SLP	PT or School Psychologist
1	$51,000.00	$55,000.00	$59,000.00	$74,000.00
2	$52,200.00	$56,200.00	$60,200.00	$75,200.00
3	$53,400.00	$57,400.00	$61,400.00	$76,400.00
4	$54,600.00	$58,600.00	$62,600.00	$77,600.00
5	$55,800.00	$59,800.00	$63,800.00	$78,800.00
6	$57,000.00	$61,000.00	$65,000.00	$80,000.00
7	$58,200.00	$62,200.00	$66,200.00	$81,200.00
8	$59,400.00	$63,400.00	$67,400.00	$82,400.00
9	$60,600.00	$64,600.00	$68,600.00	$83,600.00
10	$61,800.00	$65,800.00	$69,800.00	$84,800.00
11	$63,000.00	$67,000.00	$71,000.00	$86,000.00
12	$64,200.00	$68,200.00	$72,200.00	$87,200.00
13	$65,400.00	$69,400.00	$73,400.00	$88,400.00
14	$66,600.00	$70,600.00	$74,600.00	$89,600.00
15	$67,800.00	$71,800.00	$75,800.00	$90,800.00
16	$69,000.00	$73,000.00	$77,000.00	$92,000.00
17	$70,200.00	$74,200.00	$78,200.00	$93,200.00
18	$71,400.00	$75,400.00	$79,400.00	$94,400.00
19	$72,600.00	$76,600.00	$80,600.00	$95,600.00
20	$73,800.00	$77,800.00	$81,800.00	$96,800.00
21	$75,000.00	$79,000.00	$83,000.00	$98,000.00
22	$76,200.00	$80,200.00	$84,200.00	$99,200.00
23	$77,400.00	$81,400.00	$85,400.00	$100,400.00

MIDDLETON-CROSS PLAINS ARA SCHOOL DISTRICT

Employee Handbook



Middleton–Cross Plains Area School District

inclusive. innovative. inspiring.

Attraction and Retention Strategies

Benefits Overview:

- Comprehensive health insurance, long-term disability, and retirement plans (e.g., Wisconsin Retirement System) support employee well-being and financial security.
- Employee-focused options include the Employee Assistance Program (EAP), flexible spending accounts, and various leave options (e.g., FMLA, General Leave) for added flexibility.

Employee Wellness Clinic

- On-site health services for convenient and accessible care
- Wellness programs to support physical and mental health





Middleton–Cross Plains Area School District
inclusive. innovative. inspiring.

Attraction and Retention Strategies

General Leave

- Competitive leave policies to ensure work-life balance
- Flexible leave options including vacation, sick leave, and personal days

One professional development day every month

- Continuous learning opportunities
- Commitment to employee growth and career advancement

Permanent substitutes

- Stability and minimal disruption in case of absence
- Consistent support for our staff and students

Employee engagement

- Numerous opportunities to provide feedback to the system
- Regular surveys and feedback sessions to incorporate employee input





Middleton–Cross Plains Area School District
inclusive. innovative. inspiring.

Questions for Presenters



Group Discussion

- What has been your district's experience with compensation changes?
  - Performance pay?
  - New knowledge and skills provisions (e.g., professional learning point systems?)
- What are you doing to attract and retain educators?
- What would you like to learn more about?

WEC Wisconsin Evaluation Collaborative

Thank you!

bradley.carl@wisc.edu
steven.kimball@wisc.edu

