

**MONONA GROVE SCHOOL DISTRICT**  
**TEACHER/EDUCATIONAL SPECIALIST COMPENSATION PLAN**  
**Revised 06/02/2025**

**Definitions**

**Master Educator License (DPI or NBCT)**

This optional lifetime license may be issued to educators who successfully completed a National Board Certification (NBCT) 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 and Teaching and Learning Coach. 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.

### **Starting Salary**

The District shall determine the starting salary of newly hired teachers using the following criteria. The current approved Teacher Salary Schedule is located on the District Internet under District Departments, Human Resources.

Step placement criteria for employees hired after June 1, 2025:

- This includes public and private 4k-12 schools.
- This includes in-state and out-of-state schools.
- This includes international schools if a license is required by their government.
- This includes time working in a public or private institution for licensed counselors, licensed social workers, licensed occupational therapists, licensed physical therapists, licensed speech language pathologists, and licensed psychologists.
- This includes time working in a public or private institution for registered nurses, and advanced practice nurse prescribers.
- This does not include substitute teaching or student teaching.
- Working less than 50% FTE or less than a full year does not equal a step for salary schedule placement.
- Use total years of teaching to count the number of steps (0 = Step 1, 1 year = Step 2, 2 years = Step 3, etc.)

### **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 determined by the Board of Education, 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.

Appendix A

<b>STEP</b>	<b>BA</b>	<b>MA</b>	<b>Student Services*</b>	<b>School Psychologist, Physical Therapist</b>
1	\$53,600	\$56,600	\$59,600	\$69,600
2	\$54,700	\$57,700	\$60,700	\$70,700
3	\$55,800	\$58,800	\$61,800	\$71,800
4	\$56,900	\$59,900	\$62,900	\$72,900
5	\$58,000	\$61,000	\$64,000	\$74,000
6	\$59,100	\$62,100	\$65,100	\$75,100
7	\$60,200	\$63,200	\$66,200	\$76,200
8	\$61,300	\$64,300	\$67,300	\$77,300
9	\$62,400	\$65,400	\$68,400	\$78,400
10	\$63,500	\$66,500	\$69,500	\$79,500
11	\$64,600	\$67,600	\$70,600	\$80,600
12	\$65,700	\$68,700	\$71,700	\$81,700
13	\$66,800	\$69,800	\$72,800	\$82,800
14	\$67,900	\$70,900	\$73,900	\$83,900
15	\$69,100	\$72,100	\$75,100	\$85,100
16	\$70,300	\$73,300	\$76,300	\$86,300
17	\$71,500	\$74,500	\$77,500	\$87,500
18	\$72,700	\$75,700	\$78,700	\$88,700
19	\$73,900	\$76,900	\$79,900	\$89,900
20	\$75,100	\$78,100	\$81,100	\$91,100
21	\$76,300	\$79,300	\$82,300	\$92,300
22	\$77,500	\$80,500	\$83,500	\$93,500
23	\$78,700	\$81,700	\$84,700	\$94,700
24	\$79,900	\$82,900	\$85,900	\$95,900
25	\$81,100	\$84,100	\$87,100	\$97,100
26	\$82,300	\$85,300	\$88,300	\$98,300
27	\$83,500	\$86,500	\$89,500	\$99,500
28	\$84,700	\$87,700	\$90,700	\$100,700
29	\$85,900	\$88,900	\$91,900	\$101,900
30	\$87,100	\$90,100	\$93,100	\$103,100
31	\$88,300	\$91,300	\$94,300	\$104,300

\* Student Services lane includes: NBCT, WMEAP, PhD, OT, SLP, Counselor, and Social Worker

\* Staff must maintain NBCT and WMEAP certification to remain in this lane