



TEACHER COMPENSATION MODEL

2025-2026 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 teaching. • 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) (level advancement)

+ 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. Professional learning hours must be earned outside of contracted hours.

New Elmbrook employees in years 1-4 of their teaching career will receive \$1,000 for completion of 24 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 teaching experience will receive \$800 in compensation for 20 hours of completed learning. This is represented by a level advancement in the salary structure.

Employees who do not complete the required professional learning hours will remain frozen at the previous year's level.

New-to-the-District staff hired after the start of the school year during the first semester will have hours prorated. New-to-the-District staff hired during the second semester will automatically qualify for level advancement the following school year.

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, New Teacher Mentoring*

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 and the completion of required professional learning hours. 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.

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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.

Employees who do not complete required impact experience points will remain frozen at the previous year's band. Employees who complete the required impact experience points but do not complete the required professional learning hours will remain frozen at the previous year's band.

New-to-the-District staff hired after the start of the school year during the first semester will have points prorated. New-to-the-District staff hired during the second semester will automatically qualify for level advancement the following school year.

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2025-26 Impact Experience Opportunities

One Point (5-10 Hours)

- Co-Curricular Club/Activity Level 1
- Extra School Assignment (Safety, Technology, PTO)
- Mentor - LT Substitute
- Implementation year
 - Personal Finance, Art/ATE
 - Digital Courses, LAUNCH
 - Contemporary Healthcare
- New Curriculum Adoption
- *Science/Social Studies Leaders (EL/MS/HS) - or 8 hrs of Prof Learning
- School Community Service or Fundraiser Project
- School Special Event Coordinator
- Teacher Roundtable
- Wellness Champion

Two Points (11-24 Hours)

- Athletic Director (Middle)
- AVID or ACP Site Team (Middle/High)
- Club/Activity Advisor Level 1 or 2
- Extended School Year
- Homebound Instruction
- *Literacy/Math Leader (EL/MS/HS) - or 1 Impact Pt & 8 hrs of Prof Learning
- Mentor - New Teacher (YR 2-3)
- Stdt Assessment Coordinator (Elem/Middle)
- Summer Jump Start
- New Curriculum Adoption Implementation Year
 - German

Three Points (25-40 Hours)

- AVID Site Coordinator
- Club/Activity Advisor Level 3
- Curricular Alignment Team (Priority Standards, Evaluation & Writing)
 - 4K
 - K-12 Math
- Department Chair (Middle/High), Elem Special Ed
- Mentor - New Teacher (YR 1)
- Mentor - Student Teacher

Four Points (41+ Hours)

- Club/Activity Advisor Level 3-7
- Coach Sport (Middle/High)
- Curricular Pilot Teacher
- *IGNITE Team - or 2 Impact Pts & 16 Hrs Prof Learning
- New Curriculum Adoption Implementation year
 - High School Science except AP
- 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
 - Social Studies
- 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 • Deaf/Hard of Hearing 	<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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2025-2026 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	52,275								
	2	53,275								
	3	54,300								
	4	55,890	58,190							
	5	56,540	61,040	62,040						
	6	57,386	62,112	63,112						
	7	58,227	62,954	63,979						
	8	59,067	63,795	64,820						
	9	59,908	64,635	65,660						
	10	59,969	65,276	69,476	70,476					
	11	59,969	65,911	70,416	71,441					
	12	59,969	66,542	71,359	72,384					
	13	59,969	67,172	72,200	73,225					
	14	59,969	67,803	73,040	74,065					
	15	59,969	67,848	73,681	77,381	78,381				
	16	59,969	67,848	74,316	78,309	79,334				
	17	59,969	67,848	74,947	79,239	80,264				
	18	59,969	67,848	75,577	80,080	81,105				
	19	59,969	67,848	76,208	80,920	81,945				
	20	59,969	67,848	76,253	81,561	84,761				
	21	59,969	67,848	76,253	82,196	85,676				
	22	59,969	67,848	76,253	82,826	86,593				
	23	59,969	67,848	76,253	83,457	87,434				
	24	59,969	67,848	76,253	84,087	88,274				
	25	59,969	67,848	76,253	84,133	88,915	91,615			
	26	59,969	67,848	76,253	84,133	89,550	92,518			
	27	59,969	67,848	76,253	84,133	90,181	93,423			
	28	59,969	67,848	76,253	84,133	90,811	94,263			
	29	59,969	67,848	76,253	84,133	91,442	95,104			
	30	59,969	67,848	76,253	84,133	91,487	95,744	97,944		
	31		67,848	76,253	84,133	91,487	96,380	98,835		
	32		67,848	76,253	84,133	91,487	97,010	99,726		
	33		67,848	76,253	84,133	91,487	97,640	100,567		
	34		67,848	76,253	84,133	91,487	98,271	101,407		
	35		67,848	76,253	84,133	91,487	98,316	102,048	103,748	
	36		67,848	76,253	84,133	91,487	98,316	102,683	104,628	
	37		67,848	76,253	84,133	91,487	98,316	103,314	105,505	
	38		67,848	76,253	84,133	91,487	98,316	103,944	106,345	
	39		67,848	76,253	84,133	91,487	98,316	104,574	107,186	
	40		67,848	76,253	84,133	91,487	98,316	105,205	107,826	

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2025-2026 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	54,445								
	2	55,499								
	3	56,524								
	4	57,970	58,476							
	5	58,820	63,320	64,440						
	6	59,666	64,278	65,396						
	7	60,506	65,234	66,235						
	8	61,347	66,075	67,075						
	9	62,187	66,915	67,915						
	10	62,228	67,556	71,756	72,850					
	11	62,228	68,191	72,696	73,765					
	12	62,228	68,822	73,639	74,632					
	13	62,228	69,452	74,480	75,472					
	14	62,228	70,082	75,320	76,312					
	15	62,228	70,128	75,961	79,661	80,735				
	16	62,228	70,128	76,596	80,589	81,664				
	17	62,228	70,128	77,227	81,519	82,504				
	18	62,228	70,128	77,857	82,359	83,343				
	19	62,228	70,128	78,487	83,200	84,183				
	20	62,228	70,128	78,518	83,840	87,040				
	21	62,228	70,128	78,533	84,476	87,956				
	22	62,228	70,128	78,533	85,106	88,873				
	23	62,228	70,128	78,533	85,737	89,714				
	24	62,228	70,128	78,533	86,367	90,554				
	25	62,228	70,128	78,533	86,413	91,195	93,895			
	26	62,228	70,128	78,533	86,413	91,830	94,798			
	27	62,228	70,128	78,533	86,413	92,461	95,702			
	28	62,228	70,128	78,533	86,413	93,091	96,543			
	29	62,228	70,128	78,533	86,413	93,721	97,383			
	30	62,228	70,128	78,533	86,413	93,752	98,024	100,224		
	31		70,128	78,533	86,413	93,767	98,659	101,114		
	32		70,128	78,533	86,413	93,767	99,290	102,006		
	33		70,128	78,533	86,413	93,767	99,920	102,847		
	34		70,128	78,533	86,413	93,767	100,551	103,687		
	35		70,128	78,533	86,413	93,767	100,581	104,328	106,028	
	36		70,128	78,533	86,413	93,767	100,596	104,963	106,906	
	37		70,128	78,533	86,413	93,767	100,596	105,594	107,785	
	38		70,128	78,533	86,413	93,767	100,596	106,224	108,625	
	39		70,128	78,533	86,413	93,767	100,596	106,854	109,466	
	40		70,128	78,533	86,413	93,767	100,596	107,485	110,106	

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2025-2026 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	53,575								
	2	54,608								
	3	55,633								
	4	57,056	57,562							
	5	57,906	62,406	63,527						
	6	58,752	63,364	64,482						
	7	59,592	64,320	65,322						
	8	60,433	65,161	66,162						
	9	61,273	66,001	67,001						
	10	61,314	66,642	70,842	71,937					
	11	61,314	67,277	71,782	72,879					
	12	61,314	67,908	72,725	73,719					
	13	61,314	68,538	73,566	74,558					
	14	61,314	69,168	74,406	75,398					
	15	61,314	69,199	75,047	78,747	79,822				
	16	61,314	69,214	75,682	79,675	80,751				
	17	61,314	69,214	76,313	80,605	81,590				
	18	61,314	69,214	76,943	81,445	82,430				
	19	61,314	69,214	77,573	82,286	83,270				
	20	61,314	69,214	77,604	82,926	86,126				
	21	61,314	69,214	77,619	83,562	87,042				
	22	61,314	69,214	77,619	84,192	87,959				
	23	61,314	69,214	77,619	84,823	88,800				
	24	61,314	69,214	77,619	85,453	89,640				
	25	61,314	69,214	77,619	85,499	90,281	92,981			
	26	61,314	69,214	77,619	85,499	90,916	93,884			
	27	61,314	69,214	77,619	85,499	91,547	94,788			
	28	61,314	69,214	77,619	85,499	92,177	95,629			
	29	61,314	69,214	77,619	85,499	92,807	96,469			
	30	61,314	69,214	77,619	85,499	92,838	97,110	99,310		
	31		69,214	77,619	85,499	92,853	97,745	100,200		
	32		69,214	77,619	85,499	92,853	98,376	101,092		
	33		69,214	77,619	85,499	92,853	99,006	101,933		
	34		69,214	77,619	85,499	92,853	99,636	102,773		
	35			69,214	77,619	85,499	92,853	99,667	103,414	105,114
	36			69,214	77,619	85,499	92,853	99,682	104,049	105,992
	37			69,214	77,619	85,499	92,853	99,682	104,679	106,871
	38			69,214	77,619	85,499	92,853	99,682	105,310	107,711
	39			69,214	77,619	85,499	92,853	99,682	105,940	108,552
	40			69,214	77,619	85,499	92,853	99,682	106,571	109,192