Elmbrook Schools
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TEACHER COMPENSATION MODEL

2026-2027 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	• 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)	• Annual increase determined by district and state budget factors
Professional Learning	• 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.	• Professional Learning completion • Years of District experience • Band placement

Band Advancement	• Added to the employee's salary.
	• Occurs at the end of year 4, then 5-year milestones
		• Impact Experience point requirement is met for the 5-year interval
		• Band placement
		  ○ 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) - this does not reflect CPI
+ 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. Professional learning hours must be completed between July 1 and June 30 of the fiscal year to be credited toward the current school year.

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.

New Elmbrook employees will satisfy their required 20 or 24 hours of professional learning with participation in the 2-day new teacher orientation session in August and time spent working with their mentor teacher throughout their first year of employment.

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.

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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
See the annual "Teaching & Learning Professional Learning Offerings," Workshop/Conference outside of the teacher work day, Canvas, Book Studies, Elmbrook EdCamp,see "Additional Activities" below

Curriculum Training
Required trainings per the Employee Handbook, Curricular Pilots

Certifications/Compliance
National Board Certification, Dual Enrollment, Industry Recognized Certification, CPI, CPR/First Aid, Aspire/ACT/Forward, Additional licenses/certifications as required by position

Leadership Training
Student Teacher Supervisor Training, Administrator Training/Licensure

Additional Activities
Book Club and study team (up to 20 hrs)

Conferences (outside of the teacher work day) (up to 20 hrs)

Graduate level university course (reading time (up to 4 hrs/year per course)

Master's degree (reading time) (up to 4 hrs/month)

National Board Certification (up to 4 hrs/month plus time in cohort groups)

Podcast and study team (up to 10 hrs)

IGNITE (4 Impact Points or 2 Impact Points + 16 Professional Learning Hours)
- IGNITE Retreat (up to 16 hrs)
- Mid-Year Retreats (actual hours spent)

Student Teacher Supervisor (up to 5 hrs)

Mentor Training (up to 10 hrs)

Webinar (up to 18 hrs)

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.

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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2026-27 Impact Experience Opportunities

One Point (5-10 Hours)

- Co-Curricular Club/Activity Level 1
- Extra School Assignment (Safety, Technology, PTO)
- Mentor - LT Substitute
- *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

Three Points (25-40 Hours)

- AVID Site Coordinator
- Club/Activity Advisor Level 3
- Curricular Alignment Team (Priority Standards, Evaluation & Writing)
  - K-12 Math
  - K-12 Social Studies
- Department Chair (Middle/High), Elem Special Ed
- Mentor - New Teacher (YR 1)
- Mentor - Student Teacher
- 4K Curricular Alignment Leader or 1 Impact & 16 hrs of Prof Learning

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

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2026-27 Core Structure

Band (Impact Experience Points Drive Movement Across Bands)

Level (Professional Learning Hour Completion Advances Levels)	Core	1	2	3	4	5	6	7	8	9
	1	$ 53,059								
	2	$ 54,059								
	3	$ 55,074								
	4	$ 56,115	$ 56,615							
	5	$ 57,325	$ 61,825	$ 62,040						
	6	$ 58,188	$ 62,756	$ 63,771						
	7	$ 59,047	$ 63,844	$ 64,859						
	8	$ 59,900	$ 64,698	$ 65,739						
	9	$ 60,753	$ 65,552	$ 66,592						
	10	$ 60,869	$ 66,205	$ 70,405	$ 70,476					
	11	$ 60,869	$ 66,855	$ 71,318	$ 72,333					
	12	$ 60,869	$ 67,500	$ 72,272	$ 73,313					
	13	$ 60,869	$ 68,140	$ 73,229	$ 74,270					
	14	$ 60,869	$ 68,780	$ 74,083	$ 75,123					
	15	$ 60,869	$ 68,866	$ 74,736	$ 78,436	$ 78,381				
	16	$ 60,869	$ 68,866	$ 75,386	$ 79,342	$ 80,357				
	17	$ 60,869	$ 68,866	$ 76,031	$ 80,284	$ 81,324				
	18	$ 60,869	$ 68,866	$ 76,671	$ 81,228	$ 82,268				
	19	$ 60,869	$ 68,866	$ 77,311	$ 82,081	$ 83,122				
	20	$ 60,869	$ 68,866	$ 77,397	$ 82,734	$ 85,934				
	21	$ 60,869	$ 68,866	$ 77,397	$ 83,384	$ 86,832				
	22	$ 60,869	$ 68,866	$ 77,397	$ 84,029	$ 87,761				
	23	$ 60,869	$ 68,866	$ 77,397	$ 84,668	$ 88,692				
	24	$ 60,869	$ 68,866	$ 77,397	$ 85,309	$ 89,546				
	25	$ 60,869	$ 68,866	$ 77,397	$ 85,395	$ 90,198	$ 92,898			
	26	$ 60,869	$ 68,866	$ 77,397	$ 85,395	$ 90,849	$ 93,789			
	27	$ 60,869	$ 68,866	$ 77,397	$ 85,395	$ 91,493	$ 94,706			
	28	$ 60,869	$ 68,866	$ 77,397	$ 85,395	$ 92,134	$ 95,624			
	29	$ 60,869	$ 68,866	$ 77,397	$ 85,395	$ 92,773	$ 96,477			
	30	$ 60,869	$ 68,866	$ 77,397	$ 85,395	$ 92,859	$ 97,131	$ 99,331		
	31		$ 68,866	$ 77,397	$ 85,395	$ 92,859	$ 97,780	$ 100,213		
	32		$ 68,866	$ 77,397	$ 85,395	$ 92,859	$ 98,426	$ 101,118		
	33		$ 68,866	$ 77,397	$ 85,395	$ 92,859	$ 99,065	$ 102,022		
	34		$ 68,866	$ 77,397	$ 85,395	$ 92,859	$ 99,705	$ 102,876		
	35		$ 68,866	$ 77,397	$ 85,395	$ 92,859	$ 99,791	$ 103,528	$ 105,228	
	36		$ 68,866	$ 77,397	$ 85,395	$ 92,859	$ 99,791	$ 104,179	$ 106,104	
	37		$ 68,866	$ 77,397	$ 85,395	$ 92,859	$ 99,791	$ 104,823	$ 106,995	
	38		$ 68,866	$ 77,397	$ 85,395	$ 92,859	$ 99,791	$ 105,464	$ 107,888	
	39		$ 68,866	$ 77,397	$ 85,395	$ 92,859	$ 99,791	$ 106,103	$ 108,740	
	40		$ 68,866	$ 77,397	$ 85,395	$ 92,859	$ 99,791	$ 106,743	$ 109,394	$ 110,594
	41		$ 68,866	$ 77,397	$ 85,395	$ 92,859	$ 99,791	$ 106,814	$ 110,043	$ 111,461

2026-27 Critical Shortage Structure

		Band (Impact Experience Points Drive Movement Across Bands)								
	Critical	1	2	3	4	5	6	7	8	9
Level (Professional Learning Hour Completion Advances Levels)	1	$ 55,752								
	2	$ 56,262								
	3	$ 57,331								
	4	$ 58,372	$ 58,476							
	5	$ 59,640	$ 64,140	$ 64,503						
	6	$ 60,502	$ 65,070	$ 66,271						
	7	$ 61,361	$ 66,042	$ 67,177						
	8	$ 62,214	$ 67,013	$ 68,029						
	9	$ 63,067	$ 67,866	$ 68,881						
	10	$ 63,120	$ 68,519	$ 72,719	$ 72,850					
	11	$ 63,161	$ 69,169	$ 73,632	$ 74,743					
	12	$ 63,161	$ 69,814	$ 74,586	$ 75,671					
	13	$ 63,161	$ 70,454	$ 75,544	$ 76,551					
	14	$ 63,161	$ 71,094	$ 76,397	$ 77,404					
	15	$ 63,161	$ 71,133	$ 77,050	$ 80,750	$ 80,735				
	16	$ 63,161	$ 71,180	$ 77,700	$ 81,656	$ 82,746				
	17	$ 63,161	$ 71,180	$ 78,345	$ 82,598	$ 83,689				
	18	$ 63,161	$ 71,180	$ 78,985	$ 83,542	$ 84,542				
	19	$ 63,161	$ 71,180	$ 79,625	$ 84,394	$ 85,393				
	20	$ 63,161	$ 71,180	$ 79,664	$ 85,048	$ 88,248				
	21	$ 63,161	$ 71,180	$ 79,696	$ 85,698	$ 89,146				
	22	$ 63,161	$ 71,180	$ 79,711	$ 86,343	$ 90,075				
	23	$ 63,161	$ 71,180	$ 79,711	$ 86,983	$ 91,006				
	24	$ 63,161	$ 71,180	$ 79,711	$ 87,623	$ 91,860				
	25	$ 63,161	$ 71,180	$ 79,711	$ 87,709	$ 92,512	$ 95,212			
	26	$ 63,161	$ 71,180	$ 79,711	$ 87,709	$ 93,163	$ 96,103			
	27	$ 63,161	$ 71,180	$ 79,711	$ 87,709	$ 93,807	$ 97,020			
	28	$ 63,161	$ 71,180	$ 79,711	$ 87,709	$ 94,448	$ 97,938			
	29	$ 63,161	$ 71,180	$ 79,711	$ 87,709	$ 95,087	$ 98,791			
	30	$ 63,161	$ 71,180	$ 79,711	$ 87,709	$ 95,127	$ 99,444	$ 101,644		
	31		$ 71,180	$ 79,711	$ 87,709	$ 95,158	$ 100,094	$ 102,527		
	32		$ 71,180	$ 79,711	$ 87,709	$ 95,174	$ 100,739	$ 103,431		
	33		$ 71,180	$ 79,711	$ 87,709	$ 95,174	$ 101,379	$ 104,336		
	34		$ 71,180	$ 79,711	$ 87,709	$ 95,174	$ 102,019	$ 105,190		
	35		$ 71,180	$ 79,711	$ 87,709	$ 95,174	$ 102,059	$ 105,842	$ 107,542	
	36		$ 71,180	$ 79,711	$ 87,709	$ 95,174	$ 102,090	$ 106,493	$ 108,418	
	37		$ 71,180	$ 79,711	$ 87,709	$ 95,174	$ 102,105	$ 107,137	$ 109,310	
	38		$ 71,180	$ 79,711	$ 87,709	$ 95,174	$ 102,105	$ 107,778	$ 110,202	
	39		$ 71,180	$ 79,711	$ 87,709	$ 95,174	$ 102,105	$ 108,417	$ 111,054	
	40		$ 71,180	$ 79,711	$ 87,709	$ 95,174	$ 102,105	$ 109,057	$ 111,708	$ 112,908
	41		$ 71,180	$ 79,711	$ 87,709	$ 95,174	$ 102,105	$ 109,097	$ 112,358	$ 114,655

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2026-27 Student Services/Master's Required Structure

udent Servic		Band (Impact Experience Points Drive Movement Across Bands)								
		1	2	3	4	5	6	7	8	9
Level (Professional Learning Hour Completion Advances Levels)	1	$ 54,882								
	2	$ 55,379								
	3	$ 56,427								
	4	$ 57,467	$ 57,967							
	5	$ 58,712	$ 63,212	$ 63,527						
	6	$ 59,575	$ 64,142	$ 65,280						
	7	$ 60,433	$ 65,115	$ 66,249						
	8	$ 61,286	$ 66,085	$ 67,102						
	9	$ 62,139	$ 66,938	$ 67,954						
	10	$ 62,193	$ 67,591	$ 71,791	$ 71,937					
	11	$ 62,234	$ 68,241	$ 72,704	$ 73,816					
	12	$ 62,234	$ 68,886	$ 73,659	$ 74,772					
	13	$ 62,234	$ 69,526	$ 74,616	$ 75,625					
	14	$ 62,234	$ 70,166	$ 75,469	$ 76,476					
	15	$ 62,234	$ 70,206	$ 76,122	$ 79,822	$ 79,822				
	16	$ 62,234	$ 70,237	$ 76,772	$ 80,728	$ 81,819				
	17	$ 62,234	$ 70,252	$ 77,417	$ 81,670	$ 82,762				
	18	$ 62,234	$ 70,252	$ 78,057	$ 82,614	$ 83,614				
	19	$ 62,234	$ 70,252	$ 78,697	$ 83,467	$ 84,466				
	20	$ 62,234	$ 70,252	$ 78,737	$ 84,120	$ 87,320				
	21	$ 62,234	$ 70,252	$ 78,768	$ 84,770	$ 88,218				
	22	$ 62,234	$ 70,252	$ 78,783	$ 85,415	$ 89,148				
	23	$ 62,234	$ 70,252	$ 78,783	$ 86,055	$ 90,079				
	24	$ 62,234	$ 70,252	$ 78,783	$ 86,695	$ 90,932				
	25	$ 62,234	$ 70,252	$ 78,783	$ 86,781	$ 91,585	$ 94,285			
	26	$ 62,234	$ 70,252	$ 78,783	$ 86,781	$ 92,235	$ 95,176			
	27	$ 62,234	$ 70,252	$ 78,783	$ 86,781	$ 92,880	$ 96,092			
	28	$ 62,234	$ 70,252	$ 78,783	$ 86,781	$ 93,520	$ 97,010			
	29	$ 62,234	$ 70,252	$ 78,783	$ 86,781	$ 94,160	$ 97,863			
	30	$ 62,234	$ 70,252	$ 78,783	$ 86,781	$ 94,200	$ 98,516	$ 100,716		
	31		$ 70,252	$ 78,783	$ 86,781	$ 94,230	$ 99,167	$ 101,600		
	32		$ 70,252	$ 78,783	$ 86,781	$ 94,246	$ 99,812	$ 102,503		
	33		$ 70,252	$ 78,783	$ 86,781	$ 94,246	$ 100,451	$ 103,409		
	34		$ 70,252	$ 78,783	$ 86,781	$ 94,246	$ 101,091	$ 104,262		
	35		$ 70,252	$ 78,783	$ 86,781	$ 94,246	$ 101,131	$ 104,915	$ 106,615	
	36		$ 70,252	$ 78,783	$ 86,781	$ 94,246	$ 101,162	$ 105,565	$ 107,490	
	37		$ 70,252	$ 78,783	$ 86,781	$ 94,246	$ 101,177	$ 106,210	$ 108,381	
	38		$ 70,252	$ 78,783	$ 86,781	$ 94,246	$ 101,177	$ 106,850	$ 109,274	
	39		$ 70,252	$ 78,783	$ 86,781	$ 94,246	$ 101,177	$ 107,490	$ 110,127	
	40		$ 70,252	$ 78,783	$ 86,781	$ 94,246	$ 101,177	$ 108,129	$ 110,780	$ 111,980