TEACHER COMPENSATION MODEL WAUSAU SCHOOL DISTRICT

- **<u>New Teacher Placement</u>**
  - New teachers are placed on the single lane compensation system using a combination of their total years of experience, their degree level and a comparison with internal teachers with similar backgrounds.
  - A new teacher is aligned as closely as possible to those that are determined to be similar in background, position and experience in order to maintain the integrity of our pay system and avoid the “leapfrog effect” for new hires.

- **Vertical movement on July 1st of each academic year based on Board approval of settlement agreement.**

- **A Master’s Degree or NBTC is required to move beyond step 118 on the Single Lane Model.**

- **Step advancement will be granted for earning an initial Master’s Degree (additional +2) or an initial NBCT (additional +1).** Note: Transcripts must be submitted no later than June 30th to Human Resources to be considered for movement in the next school year.

For teachers who have spent any time on the (old) Four Tier Model			
	Are you able to move beyond the bold line at Step 118?	Will you qualify for an additional 2 steps for a Master's Degree?	Will you qualify for an additional 1 step for NBCT recognition?
If your last placement while on the old model was in Tier 4:	**YES**	**NO**	**NO**
If you advanced to Tier 3 through earning the necessary Highly Qualified Teacher Academies, and your last placement is in Tier 3:	**YES**	**NO**	**YES**
If you advanced to Tier 3 through earning a Master's Degree, and your last placement is in Tier 3:	**YES**	**NO**	**YES**
If you advanced to Tier 3 through earning National Board of Certified Teachers (NBCT), and your last placement is in Tier 3:	**YES**	**YES**	**NO**
If you earned a Master's Degree prior to your last year on the Four Tier model and your last placement is in Tier 1 or Tier 2:	**YES**	**NO**	**YES**
If you transitioned to the new model lacking NBCT, a Master's Degree, or a Master's Degree equivalent:	**NOT until Master's or NBCT**	**YES**	**YES**

For teachers having initial placement on the Single Lane Teacher Compensation Model			
	Are you able to move beyond the bold line at Step 118?	Will you qualify for an additional 2 steps for a Master's Degree?	Will you qualify for an additional 1 step for NBCT recognition?
If you were initially placed on the new model lacking NBCT or a Master's Degree:	**NOT until Master's or NBCT**	**YES**	**YES**
If you were initially placed on the new model with a recognized Master's Degree:	**YES**	**NO**	**YES**
If you were initially placed on the new model with a recognized NBCT designation:	**YES**	**YES**	**NO**

2026-27 Teacher Salary Schedule

Step	Teacher	Psych
101	$49,124	
102	$49,893	
103	$50,660	
104	$51,428	
105	$52,441	
106	$53,951	
107	$55,461	
108	$56,973	
109	$58,482	
110	$59,993	
111	$61,396	$65,694
112	$62,799	$67,195
113	$64,201	$68,695
114	$65,604	$70,196
115	$67,007	$71,697
116	$68,410	$73,199
117	$69,813	$74,700
118	$71,216	$76,201
119	$72,295	$77,356
120	$73,374	$78,510
121	$74,453	$79,665
122	$75,531	$80,818
123	$76,610	$81,973
124	$77,689	$83,127
125	$78,768	$84,282
126	$79,848	$85,437
127	$80,927	$86,592
128	$82,005	$87,745
129	$83,085	$88,901
130	$84,164	$90,055
131	$85,242	$91,209
132	$86,321	$92,363