

The following teacher compensation model was presented at the August 28, 2014 Board of Education meeting. It was subsequently approved by the Board on September 4th. It is important that all teachers understand this model and the implications for pay for the 2014-15 school year. The model has several positive aspects for Jeffco teachers:

- An increase to 38,000 for starting teacher salaries to ensure we are competitive in the Denver market when recruiting and hiring new teachers.
- All effective and highly effective teachers will see a salary increase, whereas under the previous salary schedule there were a number of teachers in 'hold steps' who would not have participated in a salary increase.
- Additionally, teachers at the top of the pay scale will receive a stipend, calculated using the same percentage increases as other teachers, whereas under the previous salary schedule these teachers would not have received any compensation increase. These stipends will be PERA includable.



How the Model will be implemented

This is not a step and level salary schedule which is what we have used to pay Jeffco teachers until now. The traditional salary schedule increased pay based on two components: years of service and educational credits earned. This Board-approved model eliminates the step and grade schedule. Implementation of this model is effective with the current school year, 2014-15. Here are the specific steps that will be taken by the Human Resources team to put this new compensation model into effect:

- Salary increases will be determined based upon the overall evaluation rating, from the professional practices rubric, each Jeffco teacher received in the 2013-14 school year. The following chart summarizes the approved increases:

Contract Type	Overall Evaluation Rating on Professional Practices Rubric			
	Ineffective	Partially Effective	Effective	Highly Effective
Probationary, Temporary, N1, N2	0%	1%	2.43%	4.25%
Non-Probationary	0%	0%	2.43%	4.25%

- Calculating each teacher's base salary going forward will be done by multiplying the current salary, by the increase, and adding these numbers together. This becomes the new base salary for the upcoming year, subject to the following:
 - If the resulting base salary is not at \$38,000, the teacher's salary will be brought to \$38,000.
 - If the current or resulting base salary exceeds \$81,031, then all or part of the salary increase will be paid as a stipend.
- Here are a few examples using the teacher scale, but this will work in a similar fashion for licensed staff on the teacher librarian, counselor, SERS, or Warren Tech schedules.
 - Currently salary = \$70,246 and effective evaluation rating
 $70,246 \times .0243 = \$1,706.98$
 $70,246 + \$1,706.98 = \$71,952.98$ (new base)

 OR
 $70,246 \times 1.0243 = \$71,952.98$
 - Current salary = \$36,788 and high effective evaluation rating
 $36,788 \times 1.0425 = \$38,351.49$ (new base)
 - Current salary = \$36,788 and partially effective rating, probationary contract
 $36,788 \times 1.01 = \$37,156$, salary goes to \$38,000 (new base)
 - Current salary = \$78,652 and highly effective evaluation rating
 $78,652 \times 1.0425 = \$81,994.71$; base becomes \$81,031 and \$963.71 paid as stipend

Frequently Asked Questions

What happens to our step and level schedules with this new proposal?

The compensation plan approved by the board does not use the traditional salary schedule (steps and levels) that is currently in use to determine all licensed staff salaries in Jeffco. Instead, your salary for the 2014-15 school year will be a new value, determined by your overall evaluation rating on the professional practices rubric for last year, and your contract type. In no case will employees see a reduction to their current salary unless they have had a position or FTE change that might result in a salary differential. This will become your new base salary going forward, and you will no longer be on the step and level schedule.

But the step and level schedule helps me know what my future year salary will be assuming we have sufficient budget dollars to provide step increases.

There have not been specific conversations regarding out-year salary increases, but the model proposed and approved by the Board could be used in subsequent years to determine salaries, with percentage increases calculated each year based on the available budget dollars.

Why do we think our teacher salary scale needs to be adjusted?

Every year Jeffco receives an annual study of our teacher compensation system that compares our salary schedule to surrounding metro jurisdictions. This study has consistently shown that our salary schedule pays less than other school districts for entry level teachers new to Jeffco.

The plan approved by the board begins to correct for this by specifying that no teachers will make less than \$38,000; this will make us competitive in the metro area.

But don't we want to value our teachers with advanced degrees and many years of experience?

We do value additional learning when it aligns with student growth and achievement. Research reviewed by a District/JCEA compensation study team in 2012-13 indicated that years of experience matters most for teachers early in their careers. Likewise, research around advanced degrees has demonstrated that certain advanced degrees are linked to gains in student achievement.

The adopted model values and rewards teachers for their effectiveness in the classroom rather than another year of service.

What if my current salary is just under the \$38,000 that the model calls for? Do I only get a raise to take me to \$38,000?

If you are new to Jeffco and your salary placement has your salary at less than \$38,000, you will be brought up to this level.

For teachers who were with Jeffco last year, you will receive whatever compensation increase you are due. If you are not yet at the \$38,000 level, you will then be brought up to \$38,000.

I've been here three years, have never had a step increase and still make less than \$38,000. Are you telling me that a brand new hire this year is going to advance to \$38,000 the same as me? How is that fair?

Yes. Jeffco will not be paying any licensed staff less than \$38,000 for the 2014-15 school year. This is good news as we compete in the Denver market for top teaching talent. We appreciate this move brings some people along farther and faster.

I thought this was a 'hold harmless' year in terms of evaluation results, and now my pay raise will be impacted by this year's evaluation.

There are two different pieces associated with evaluation results from last year. Hold harmless refers to the state legislation, Educator Effectiveness, also referred to as SB-191. Under this law, non-probationary teachers who have two back-to-back evaluation ratings of less than effective can lose their non-probationary status. Because this does not go into effect until the 2014-15 school year, last year was considered a 'hold harmless' year in terms of your contract status.

The evaluation process has always been critical as a means to evaluating our work and we believe the process has been followed with integrity by our administrators. At the time your administrator was communicating with you about the evaluation process for last year (2013-14), there was no mention of the potential impact on pay because none was considered.

But 2013-14 is the first year we have used student data in our overall evaluation rating. How is this fair?

Student growth and achievement data was not used to determine your overall evaluation rating for the purpose of compensation increases. Only the professional practices part of the evaluation system will be used to determine compensation changes.

I set challenging goals for myself around my 'Individual Educator Goals' and I'm worried I have now impacted my pay raise.

The individual educator goals are part of the 50 percent student data part of the evaluation model. It is not used to determine your overall evaluation rating for compensation increases for the 2014-15 school year.

But will the student data portion be used in future years for this purpose?

There has been no determination made as to what happens in the out years and how the student data portion of the evaluation system contributes to decisions about compensation increases.

Why is the Board of Education pushing this type of a dramatic change to our compensation system?

The model has several positive outcomes for Jeffco teachers.

- An increase to starting teacher salaries to ensure we are competitive in the Denver market when recruiting and hiring new teachers.
- All effective and highly effective teachers will see a salary increase, whereas under the previous salary schedule there were a number of teachers in 'hold steps' who would not have participated in a salary increase.
- Additionally, teachers at the top of the pay scale will receive a stipend, calculated using the same percentage increases as other teachers, whereas under the previous salary schedule these teachers would not have received any compensation increase. These stipends will be PERA includable.

What is the difference between a stipend and a salary increase, also called a base salary increase?

A salary increase is added to your current salary and this new value becomes your on-going 'base' salary to be used for future percentage increase determinations. A stipend is a percentage of your salary. It does not get added to your current salary to create a new 'base' salary, but will be PERA eligible.

How will the 'market' salary determination, referenced at the top of the compensation model, be made?

For this year's calculation, we will be using the top of the teacher salary scale, which is \$81,031 for all licensed personnel.

How many teachers have a current salary that is equal to, or exceeds, \$81,031?

Fifty six. These 56 teachers, if rated effective or highly effective, will receive a stipend calculated as a percentage of their current base salary, but their base salary will not increase. This stipend is different than the old model; under that model, once you reached \$81,031, you were frozen.

What if my salary is slightly less than \$81,031?

Based on your evaluation rating, you can calculate what you will earn by multiplying your current salary by the designated percentage. The amount of that increase that takes you to \$81,031 will be added to your base salary and the rest will be provided as a stipend.

I am a counselor and the top of my salary scale is currently \$85,364. Will I be able to increase my base salary to this amount?

Individuals who are not yet at the \$81,031 maximum will not have their base salary, under the compensation plan approved by the Board, increased beyond this amount. If your salary is currently above \$81,031, your salary will not be reduced.

What impact does the student data component of the evaluation process have on my evaluation score, my salary increase, and my contract?

At this time, only the professional practices rating will be used to determine compensation increases. This fall, the 50 percent student data component will be calculated for all teachers and that data, combined with your overall professional practices rating, will determine your final evaluation rating for this school year. The overall evaluation rating will be used, in the case of probationary teachers, to determine progress towards a non-probationary contract. Beginning this school year, 2014-2015, a less-than-effective overall evaluation, as determined by the professional practices rating and the student data component, will count towards the potential loss of non-probationary status.

I have obtained additional education to improve my knowledge and skills in the service to Jeffco students. How will I be compensated for this?

Progress on the salary schedule based on achieving additional education, also called 'levels', was suspended in September of 2012. The compensation plan approved by the Board does not take into consideration any pay changes based on education credits, and research in this area is inconclusive. While there are some targeted degrees that correlate to results with students, additional educational credits does not necessarily result in more effective teaching practices or student achievement.

How does the District determine future salary increases if they are connected to evaluation results?

Compensation decisions are made each year based on the dollars available. This will continue with the new plan. The total dollars available for compensation will need to be determined and then once evaluation results are available, the percentage increases will need to be determined to ensure we stay within the budgeted amount.

I'm confused. I've read in some media outlets where the Board did not take action on the teacher compensation plan at the September 18th meeting. What is going on?

At the September 4th Board of Education meeting, the Board approved a teacher compensation plan that had been presented by the Board at the August 28th meeting. The plan includes compensation increases for all teachers rated effective or highly effective, compensation increases for probationary teachers rated partially effective, and a minimum starting salary of \$38,000 for all licensed employees.

The item discussed, and ultimately approved, at the September 18th meeting was to designate \$81,031 as the top of the model.

What if I want to have my overall evaluation rating reconsidered?

Teachers who want to have their overall evaluation rating reconsidered should follow the process in the attached talking points.

When can I expect to see my pay increase based on this compensation plan?

Current plans are to implement any pay increases by the November payroll including any retroactive pay due for September and October.

Jeffco Public Schools believes a licensed teacher develops their craft at an accelerated rate during the first 7 years in their profession. Jeffco Public Schools also recognizes the significance that years of experience has regarding the overall effectiveness as a licensed professional. Therefore, you will notice a more accelerated approach in the salary plan for the first 7 years. Advanced education also plays a significant role within applicable content areas. As a result, the pay plan for new incoming licensed professionals has been established to reward these concepts. Below are explanations of how years of service and degrees are considered when determining starting salary. To gain a better perspective of your potential salary as a licensed professional with Jeffco Public Schools, please read through the guidelines and utilize the calculator at the bottom of this page.

Upon securing a position with Jeffco Public Schools you will receive salary progression through the evaluation process. Licensed professionals who receive an Effective or Highly Effective rating will be awarded additional compensation based on their professional practices evaluation.

Years of Experience

Jeffco Public Schools determines years of experience based on certain criteria. A Years of Service Affirmation form will need to be submitted in order for years of service to be credited.

- [Download the Years of Service Affirmation form](#)

A year of service is determined by the following criteria:

Licensed Professionals:

- Full-time, contracted, K-12 experience (minimum of one semester or 90 days is equal to one year of service)
- .5 FTE-.9 FTE contracted K-12 experience: Two consecutive part-time years will be granted as one year of service
- Service years completed at a non K-12 institution such as peace corps or other teaching abroad: you will need to provide a contract, job description or other supporting documentation for consideration

Licensed Professionals - Special Education Related Experience:

- Full-time, full-year, "like" service based on your area of professional service (nursing, OT/PT, Mental Health, SLP)
- 20-39 hours per week is considered part-time. Two consecutive part-time years will be granted as one year of service
- PRN work is not accepted
- Social Workers, School Psychologists and Nurses must provide job descriptions for work that is not at a school district

Degree(s) Conferred

Jeffco Public Schools awards additional compensation in regards to a conferred Masters' Degree when it is directly applicable to the position you will hold. All degrees must be obtained from an accredited program and official transcripts will need to be submitted in order for a degree to be evaluated.

Salary Calculations

Jeffco Public Schools has established an initial starting salary for licensed professionals. The numbers below show initial starting salaries for all licensed positions. This assumes 0 years of experience and is determined on the type of position and/or applicable degree.

- Bachelor's: \$38,000
- Applicable Master's: \$41,420
- Hard to Fill Positions: \$44,840

Hard to Fill Positions include: Social Workers, School Psychologists, ESL Central Resource Teachers, Behavior Analysts, Audiologists, Coordinator (SpEd, SLP, OT), Speech Language Pathologists, Nurse, Occupational Therapist, Physical Therapist

Teacher Librarian and Counselor positions follow the Bachelor and Master's levels, but are prorated for additional days worked.

Teacher on Special Assignment (TOSA), Administrative Intern, Dean, Master Teacher and Instructional Coach will follow the Licensed Teacher Salary Schedule.

Initial Pay Calculator

Any additional years of experience or applicable education will be granted additional compensation. Please utilize the calculator below to determine your potential starting salary with Jeffco Public Schools.

What is your position?

Licensed Teacher ▾

Do you have an applicable degree?

Bachelors Degree ▾

Select Your Years of Teaching Experience:

New to K-12 Education ▾

[Estimate Initial Pay](#)

Disclaimer: This salary calculator is for a full 1.0 FTE, full-year assignment. Positions less than a 1.0 FTE or which become effective after the start of the school year, salary will be prorated. **It does not finalize your starting salary** with Jeffco Public Schools, but is intended to be a guideline of potential salary. If you secure a position with Jeffco Public Schools your salary will be determined through a process where years of experience and degrees will be evaluated and finalized.

- Title I SES/Choice Information
- Información en Español

- Search
- Employee Connections