

From: Witt Ken

Sent: Thursday, August 28, 2014 6:21 PM

To: Neal Helen E

Subject: Please share with board

>> I recommend that the board approve a compensation model that recognizes and rewards great teachers, and supports the goal of an effective teacher in every classroom, by adhering to the following constraints and costing no more than the \$18.2M budgeted for compensation increases, inclusive of all Jeffco compensation increases, in addition to the legislated annual 0.5% SAED PERA increase in lieu of other compensation increase and the 0.4% PERA increase. Those constraints are:

- 1) Compensation increases should be based on the most recent employee evaluation ratings and shall be retroactive to the beginning of the 2014-2015 compensation period start date;
- 2) Every effective and highly effective Jeffco teacher shall receive a compensation increase;
- 3) All full-time Jeffco teachers shall have their compensation raised to \$38,000/yr, if their salary is lower than ~\$37.6K;
- 4) No teacher rated ineffective and no non-probationary teacher rated partially effective shall have any compensation increase other than the PERA increases, except if a full-time teacher annual salary is below \$38K, in which case it will be raised to \$38K;
- 5) Highly effective teachers shall receive a compensation increase that is at least 50% higher than the compensation increase of effective teachers;
- 6) Effective teachers whose salary is greater than an amount identified by the administration and approved by the board as above market shall receive bonuses in lieu of salary increases; and
- 7) The district should provide numerical detail of a compensation plan consistent with these constraints by Sep 2, so the board may consider the compensation plan for approval on Sep 4.

Ken Witt

Jeffco Board of Education