



Encouraging Excellence

Rewarding Student Success

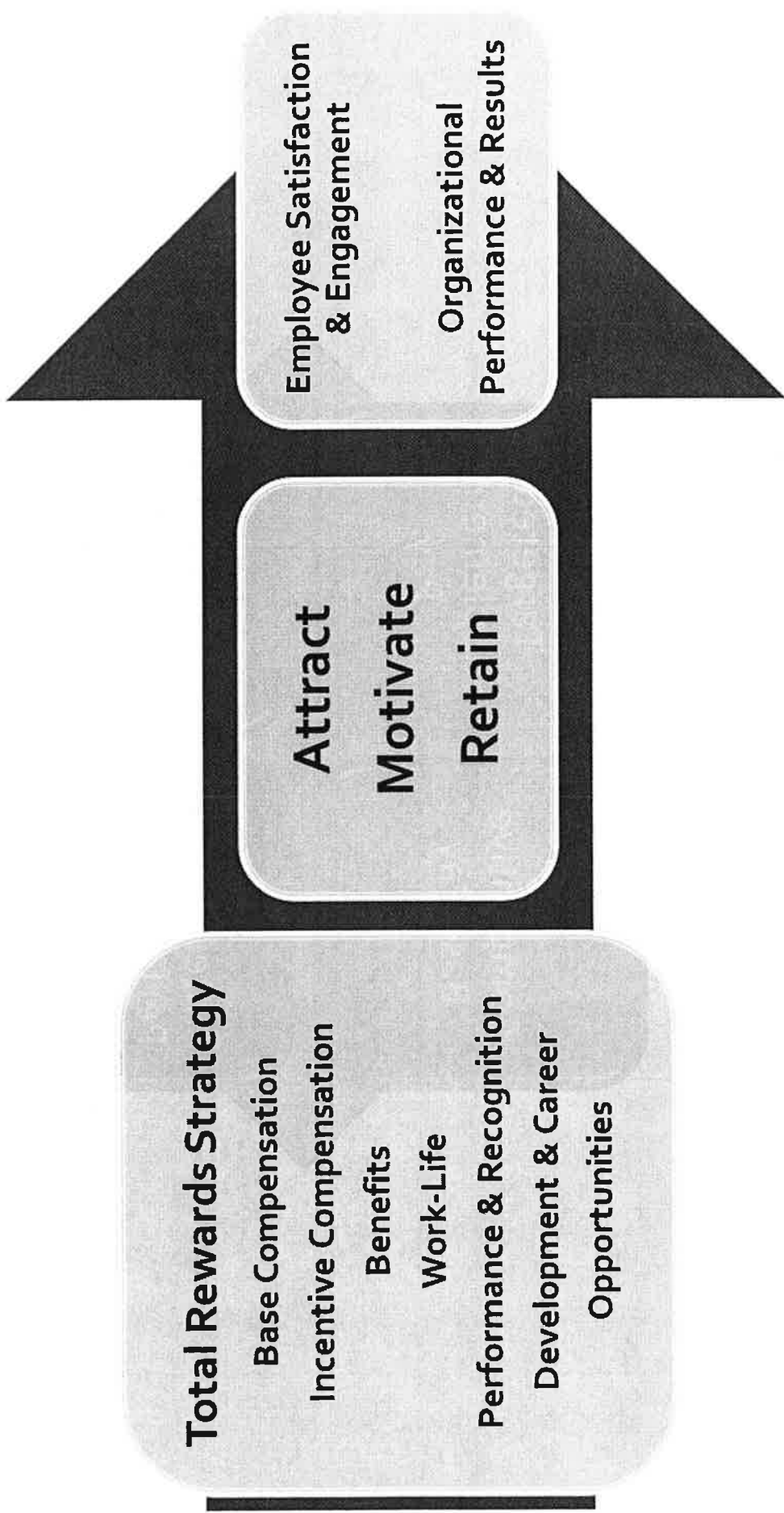
www.bryanisd.org

Strategic Planning

Bryan ISD Board Goal 2

- The district will continue to provide a competitive total compensation package that attracts high quality employees.
- The district will explore a differentiated compensation plan that rewards employees for performance, attendance, professional development, expertise, and leadership.

Strategic Compensation



Total Rewards Strategy

Base Compensation

Incentive Compensation

Benefits

Work-Life

Performance & Recognition

Development & Career

Opportunities

Employee Satisfaction
& Engagement

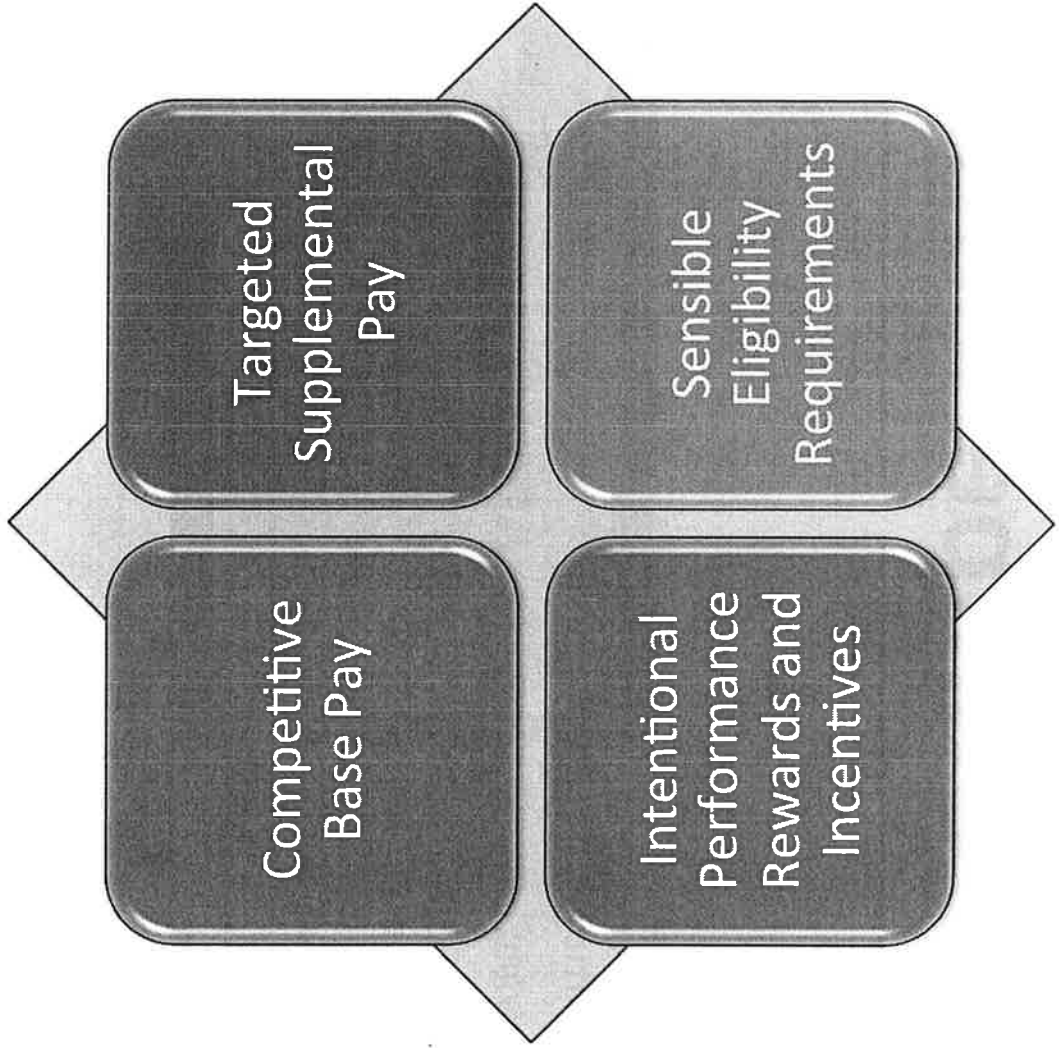
Organizational
Performance & Results

Attract

Motivate

Retain

Components of BEST



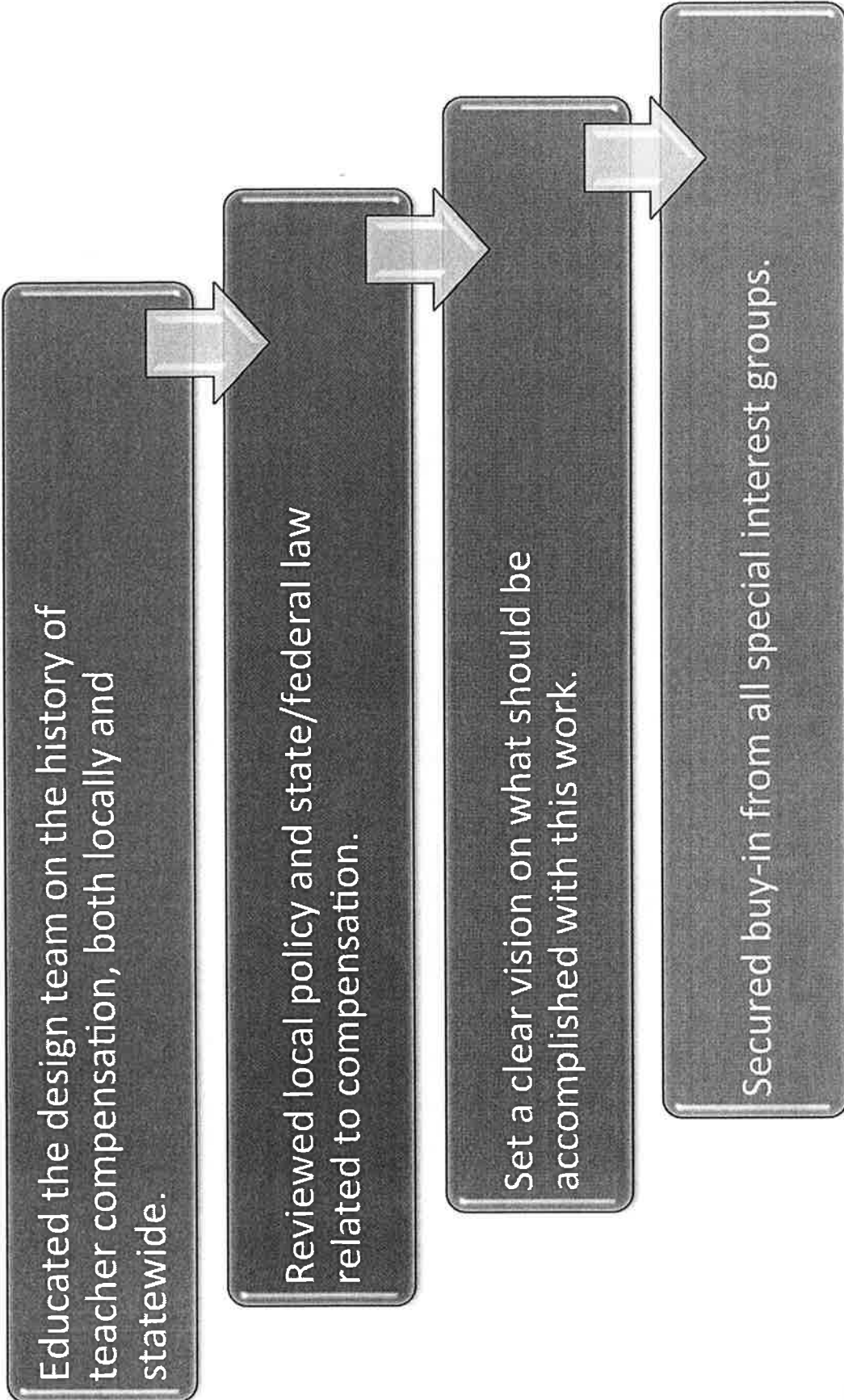
Design Process

- Engaged the services of *Battelle for Kids*, an expert in the field of strategic compensation.
- Appointed a design team composed of approximately 40 members:
 - Classroom Teachers (from all grade levels and subjects)
 - Community Members
 - School Board Members
 - Other Key Campus/District Personnel/TASB Staff
- Met for 14 Months in 2014 and 2015 to create the proposed plan design.

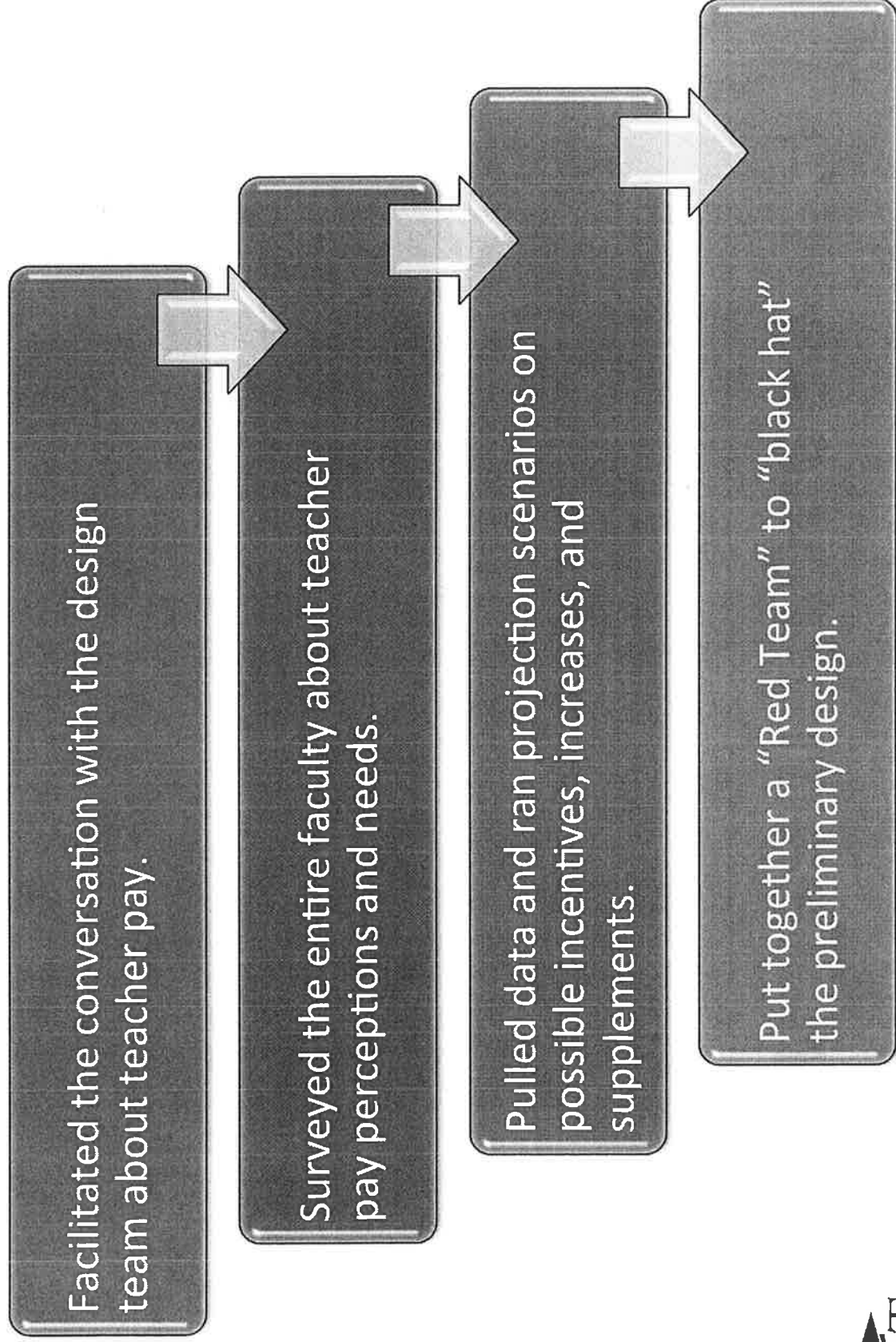
Design Team Members

- Tim Rocka – Deputy Superintendent
- Carol Cune – Exec. Director, HR and Administration
- Amy Drozd – Asst. Supt., Business Serv.
- Barbara Ybarra – Assoc. Supt., Student Serv.
- Teressa Voltz – Asst. Supt., C & I
- Laurie Slaydon – Coord, Federal Prog.
- Holly Scott – Elementary Principal
- Kelli Norgaard – MS Principal
- Sarah Chupp – Dean of Instruction
- Ken Newbold – Elementary Principal
- Alma Velez – Curriculum Coord, Bil. / ESL
- Donna Willett – Director, Counseling Services
- Amy Van Etten – Elementary Teacher
- Michel Gonzalez – MS Teacher
- Dala Henry – SPED Teacher
- Paula Shan Voltin – MS Teacher
- Shay Sicinski – Asst. Director, Human Resources
- Laura Wagner – IB Coordinator / Teacher
- Karen Rossman – Elementary Teacher
- Chelsea Wiese – Teacher, MCHS
- Kara Holder – MS Teacher
- Trey Moore – School Board Member
- David Stasny – School Board Member
- Kayla Garner – Elementary Teacher
- Amber Escobedo – Elementary Teacher
- Martha Pompeo – Elementary Teacher
- Eddie Salazar – Elementary Teacher
- Sam Pittman – MS Teacher

Design Team Process



Design Team Process



Design Team Process

Communicated proposed design to all stakeholders.

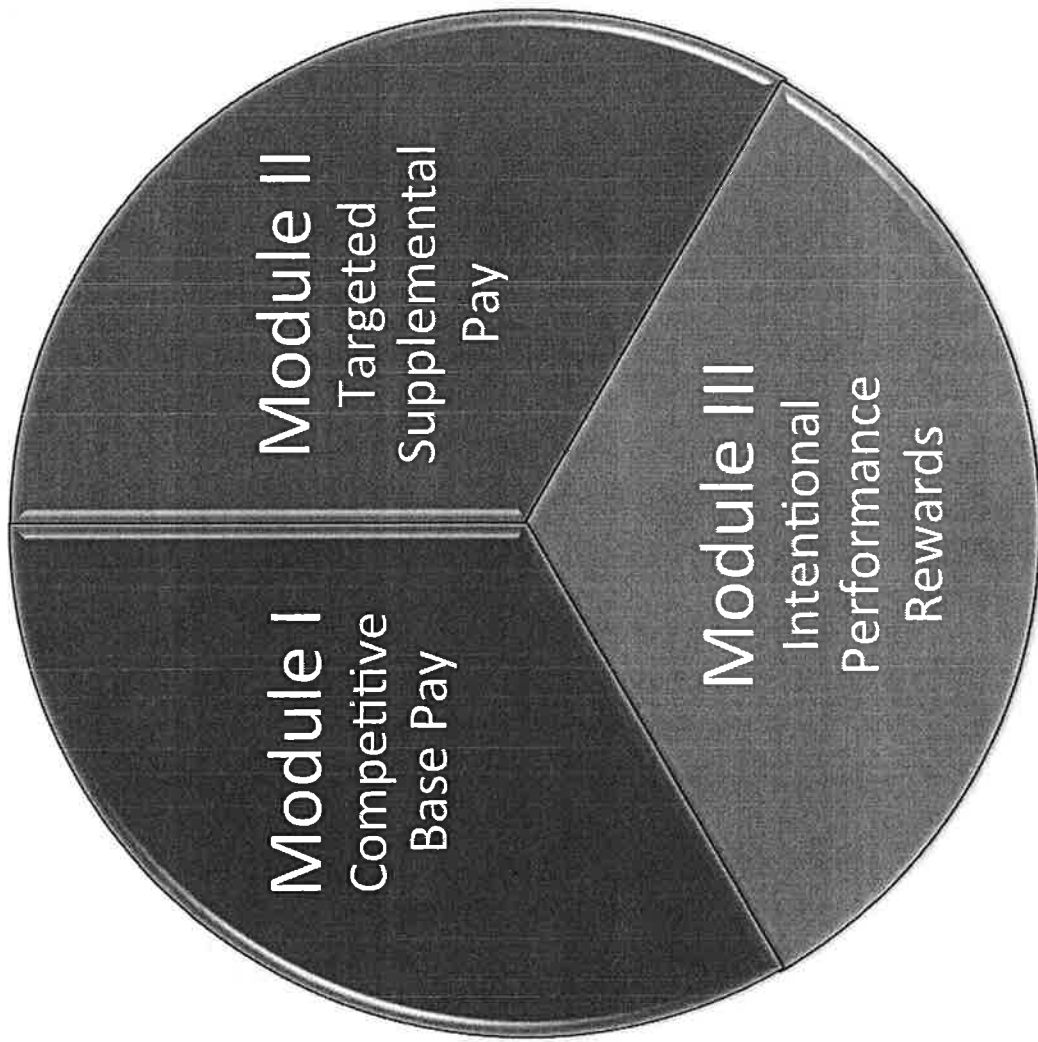
Have given time for reflection and refinement.

Worked closely with the Finance Office to determine funding needs and budgetary impact.

Branded as the BEST plan.

Marketing and Communication will start immediately!

BEST Components



BEST Components

Module I:

Classroom Teacher Base Pay

- **Current Teachers:** Base pay increase (flat dollar amount) – budget dependent
- **New Teachers:** Hiring-in schedule (Completed 2015)

Module II:

Classroom Teacher Supplements

- Targeted Supplements
- STAAR/EOC tested grades and/or subject. *(Proposed to start in 2016-2017)*
- Hard to Staff Buildings *(Proposed to start in 2017-2018)*
- Critical Assignment Stipends for hard to staff positions *(Completed in 2015)*

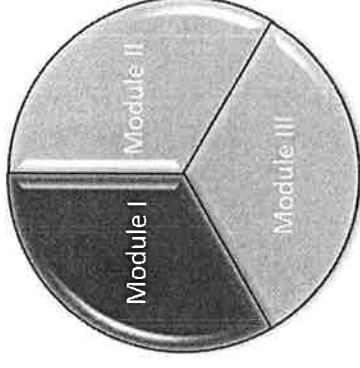
Module III:

Performance Rewards Bonus

- **Campus Level Performance:**
 - **Measure:** Campus must Exceed State Standards – Additional Awards for # of Distinctions, Student Attendance Measure
 - **Rules:** Classroom Teachers Only, Teacher Attendance, Start Date, Evaluation Score, Certification Requirements, Good Standing, and Assignment (on next slide)
 - **Payment:** Paid after the district receives data from the state (Paid in winter of following year)

Module I

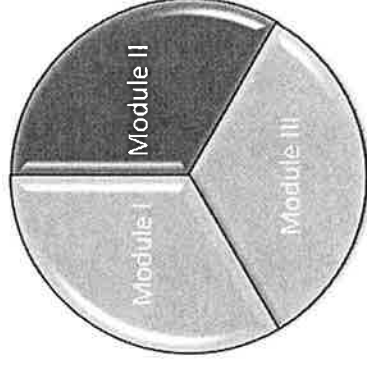
Competitive Base Pay



- Pay Increase of \$1,000 annually for all Current Classroom Teachers (for a 10 month duty calendar)
- Adjust the Classroom Teacher Hire-In Schedule for newly hired teachers by \$500 per step.
- Adjust Beginning Classroom Teacher pay to \$41,500 (for zero experience classroom teachers)

Module II

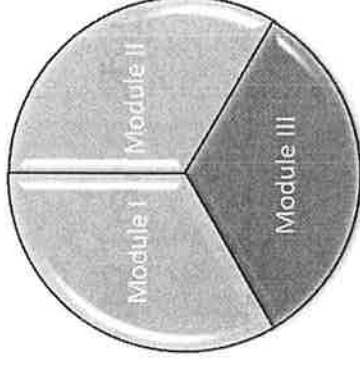
Targeted Supplemental Pay for Classroom Teachers



- Compensate all STAAR/EOC Classroom Teachers with a \$1,000 supplement for teaching in a tested grades and/or subjects.
- Campus/Building Classroom Teacher Supplements for hard to staff schools
 - proposed for 2017-2018, after realignment
- Critical Assignment Stipends for hard to fill Classroom Teacher Positions
 - i.e. Bilingual Teacher- \$6,000, STEM Teacher- \$2,000: These have already been approved
- Pay most of these supplements out in two payments – December and May.
- Prorated based on duration of assignment- for those that have split positions or combined duties.

Module III

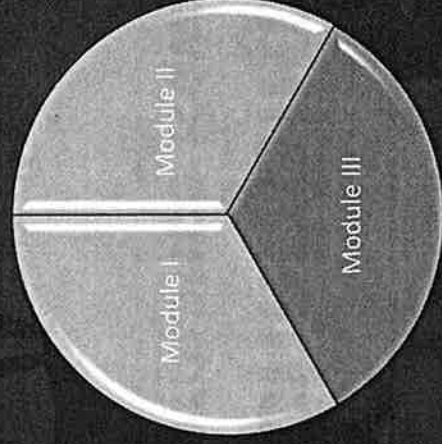
Intentional Performance Rewards



- Based on the performance of the entire campus
- Exceeds State Standards- \$1,000
- TEA Distinction Designations - \$100 each
- Student Attendance Measure - \$250

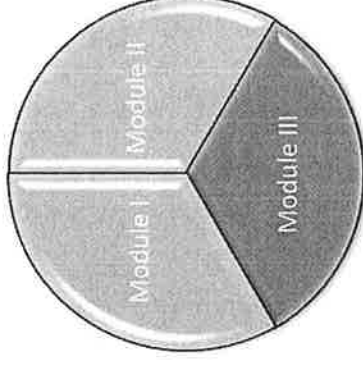
Classroom Teacher Eligibility

Module III – Requirements



Classroom Teacher Eligibility

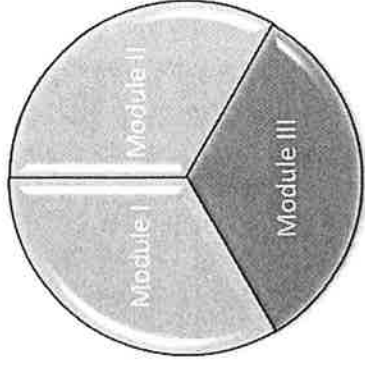
Requirements for Performance Rewards



- Must be assigned to the position of **classroom teacher**.
- Must be full-time and have started employment on or before September 1st.
- Must be evaluated by the district's approved teacher evaluation system. Starting with the 2016-2017 school year, the district will adopt T-TESS as the teacher evaluation system.
- Must have a satisfactory evaluation, as defined by board policy.

Classroom Teacher Eligibility

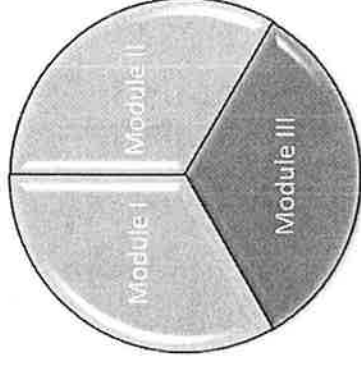
Requirements for Performance Rewards



- Classroom teachers must not be absent from duty for more than the equivalent of **four (4)** full days utilizing local, old state sick, state personal, and dock days.
 - Military, FMLA, Temporary Disability leave, Jury Duty, School Business or Off-Campus duty days are excluded forms of leave that must be reviewed and approved by the District.

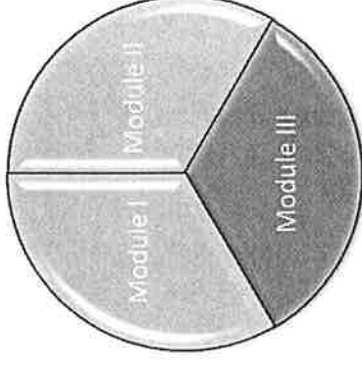
Classroom Teacher Eligibility

Requirements for Performance Rewards



- Must complete the entire assigned duty calendar and contractual year (no early resignations will be eligible).
- Must return to duty as a classroom teacher the following year when the reward is paid.
- Classroom teachers who voluntarily transfer to another campus are not eligible for payment. Payments are based on individual campus data.

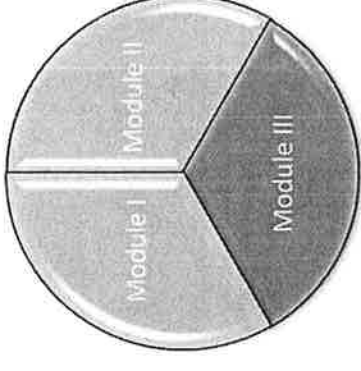
Classroom Teacher Eligibility Requirements for Performance Rewards



- Must complete the required hours of professional development pursuant to requirements set by Bryan ISD and State Board for Educator Certification. (presently 30 hours annually)
- Must be considered in “good standing” at the time of the performance reward payout, as defined by the district administrative regulation.
- Classroom teacher performance rewards for teachers that work at multiple locations in the same or similar capacity will have their financial benefit determined based on the percentage of time at each location. (May have up to three (3) locations)

Classroom Teacher Eligibility

Requirements for Performance Rewards



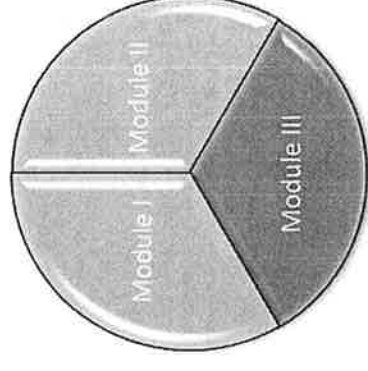
Classroom teachers that do not meet the eligibility requirements will not be paid any portion of performance rewards to include:

- Exceeds State Standards
- TEA Distinction Designations
- Student Attendance Measure

Campus Eligibility

Campus Eligibility

Traditional Campus Eligibility Requirements



Exceed State Standards

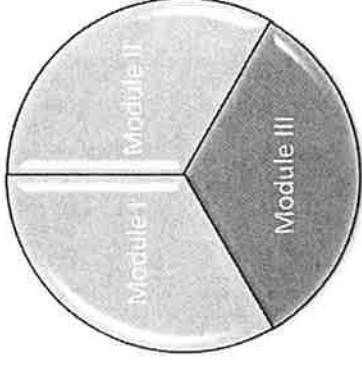
- Campuses that gain a “Met Standard” rating from the Texas Education Agency (TEA) are eligible.
- Proposed as a \$1,000 Reward to classroom teachers assigned to a campus that has a “Met Standard” rating.

TEA Distinction Designations

- Classroom teachers will be rewarded for the number of campus distinctions earned at eligible campuses.
- Proposed as a \$100 Reward to classroom teachers for each designation earned. Campuses have a maximum of 5 to 7 distinctions earned depending in grade levels.

Campus Eligibility

Traditional Campus Eligibility Requirements

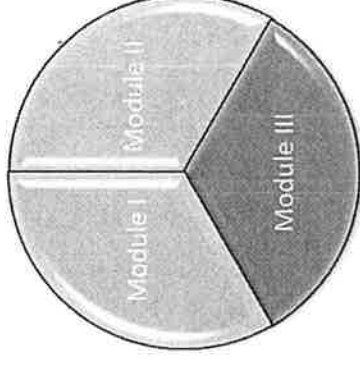


Student Attendance Measure

- Campuses that exceed a 3 year student attendance average by .5% will be eligible for a \$250 Reward.
- Campuses that have reached a 3 year average that is greater than or equal to 98%, must only maintain 98% to be eligible.
- The Summer PEIMS snapshot will be used to verify campus attendance percentage.

Campus Eligibility

Alternative Campus Eligibility Requirements



Exceed State Standards

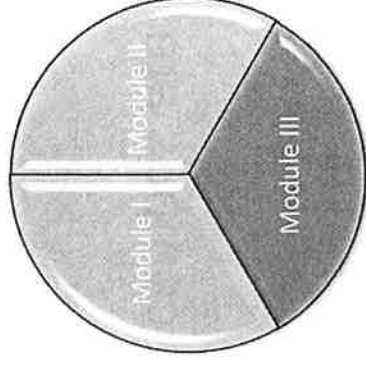
- Campuses that gain a “Met Standard” rating from the Texas Education Agency (TEA) are eligible.
- Proposed as a \$1,000 Reward to Classroom Teachers assigned to a campus that has a “Met Standard” rating.

TEA Distinction Designations

- AEP Campuses are not awarded distinctions from the TEA.

Campus Eligibility

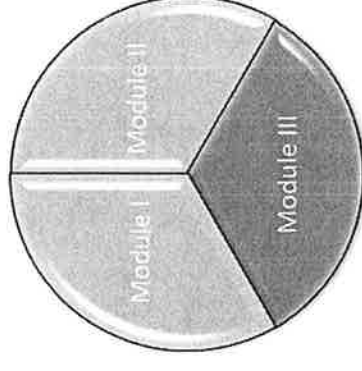
Alternative Campus Eligibility Requirements



Student Attendance Measure

- Campuses that exceed a 3 year student attendance average by **1%** will be eligible for a \$250 Reward.
- Campuses that have reached a 3 year average that is greater than or equal to **98%**, must only maintain **98%** to be eligible.
- The Summer PEIMS snapshot will be used to verify campus attendance percentage.

Module III - Payment



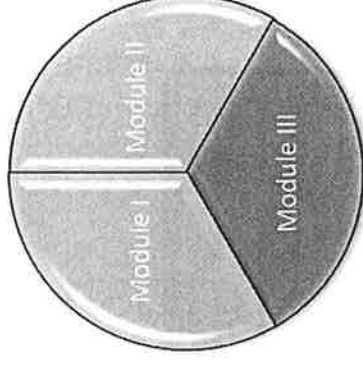
Payment for performance rewards will be made the following fall for the school year being evaluated. Ex: 2016-2017 evaluation year will be paid out in the Fall of 2017.

Ineligible

- Classroom teachers who resign at the conclusion of the 2016-2017 school year and do not return the following year are not eligible for payment (an exception will be granted to those teachers that resign with the intent to retire with TRS).
- Classroom teachers who voluntarily transfer to another campus are not eligible for payment.

Module III

Exceptions



Exceptions

- Classroom teachers that are transferred by the district (non-voluntary) will be eligible for payment.
- Classroom teachers who are promoted to a higher position within the district will be eligible for payment.
- Classroom teachers who retire at the end of a contract year will be eligible for payment.

Appeal

- Classroom teachers will have the opportunity to participate in an appeals process if they have been deemed ineligible for payment of performance rewards.

Financial Investment

BEST Compensation Plan Budget Projection for 2016-2017	
Classroom Teacher BASE PAY INCREASE (<u>Module I</u>)	(2.1%) or 1000
Add this amount to the Beginning Teacher Hire-In Schedule for 2016-2017 (41,000 +)	500
Base Pay Increase	\$ 1,111,000
Supplemental Pay (<u>Module II</u>)	(2.1%) or 1000
<i>Average % Increase for Teacher Pay of Tested Subjects and Grades</i>	4.2%
EOC/STAAR Stipend	\$ 419,000
Cost Before Performance Reward	\$ 1,530,000
Cost if only a 3% Raise for All Teachers (average Salary of \$46,500)	\$ 1,550,000

Financial Investment

BEST Compensation Plan Budget Projection for 2016-2017

Performance Reward - (Module III) <i>Modeled on Current Data</i>		
Base Campus Reward to Teachers that Exceed Standards	1000	
Campus Distinction Unit Reward	100	
Student Attendance Growth Reward (Beat 3 Year Average by .5%)	250	
Total Cost of Performance Reward	\$ 1,207,500	
Average Teacher Bonus	2.6%	1166
Average % Increase for Teachers Paid Rewards		
Average % Increase for Teachers Paid Rewards, Tested Subjects, and Base Pay Raise	6.8%	
BEST Total Cost	\$ 2,737,500	

Thank You!

Questions?