

(Revised January, 2015)

II. PROFESSIONAL COMPENSATION SYSTEM

As part of the Turnaround Plan, effective July 1, 2014, UP Academy Holland School's compensation system shall be modified, based on the following components.

Phase One:

Year 1 (2014-2015 school year):

- All teachers who are selected by the Receiver to work at the UP Academy Holland School for the 2014-2015 school year shall be compensated according to the Boston Teachers Union salary scale for 2014-2015 school year, including steps, lanes, career awards, if applicable.
- Incumbent teachers from the Holland Elementary School who remain at UP Academy Holland shall receive a \$4,100 stipend.
- Current BPS teachers who are selected to work at UP Academy Holland who are receiving an ELT stipend of \$4,100 at another BPS school will receive a \$4,100 stipend.
- Teachers who are newly hired or newly assigned to the UP Academy Holland School shall receive a \$2,000 stipend.

Phase Two:

Year 2 and beyond (beginning with the 2015-2016 school year):

Effective July 1, 2015, a new compensation system will be implemented at the UP Academy Holland School that will include a teacher career ladder containing five tiers—Novice, Developing, Career, Advanced, and Master—that will compensate teachers commensurate with their development and impact on students. This new system will replace the salary schedule, ELT stipends, and career awards in effect during the 2014-2015 school year.

CAREER LADDER

Definitions:

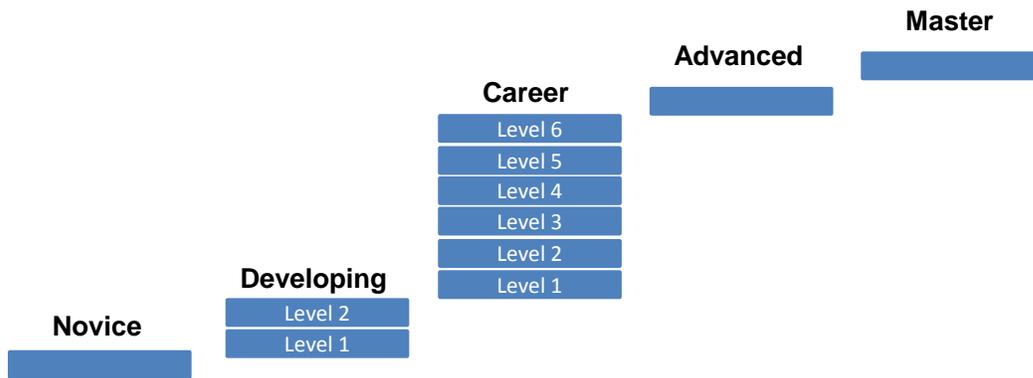
Novice teachers are typically first-year teachers entering teaching directly from college.

Developing teachers are early career educators, typically with one to two years of experience. There are two levels within the Developing tier.

Career teachers have been recognized as excellent educators. Career teachers serve as role models to less-experienced educators and proactively drive their own professional growth.

Advanced teachers are outstanding educators who serve as school-wide models of excellence. Advanced teachers have at least five years of experience and possess deep expertise in their craft.

Master teachers are exceptional educators who serve as district-wide models of excellence. Master teachers have at least five years of experience, possess deep expertise in their craft, and are capable of elevating the practice of already-gifted educators. Master teachers will assume additional roles and responsibilities to support the district's improvement.



The career ladder schedule will be:

Career Level	Compensation level
Novice	\$54,000
Developing Level I	\$59,000
Developing Level II	\$64,000
Career Level I	\$70,000
Career Level II	\$74,000
Career Level III	\$78,000
Career Level IV	\$82,000
Career Level V	\$86,000
Career Level VI	\$90,000
Advanced	\$97,000
Master	\$104,000

Transition to the Career Ladder

Effective July 1, 2015, teachers who are selected to remain at UP Academy Holland School will be assigned to one of the career ladder levels based on the teacher's salary (step) placement on the previous salary schedule as of June 30, 2015, without regard to the

teacher's rating on the end-of-year evaluation, as described below. No returning teacher will receive less compensation than they received in 2014-15 (BTU salary plus career awards plus ELT stipend).

In SY 2015-2016, a returning teacher shall receive an increase from his/her SY 2014-2015 compensation (defined as BTU salary plus career awards plus ELT stipends) depending on the applicable description below:

- a. The teacher will receive compensation on the new career ladder scale (see below table) if that amount would result in an increase of at least \$5,000 but not more than \$6,300 when compared to his/her SY 2014-2015 compensation; or
- b. The teacher will receive his/her SY 2014-2015 compensation plus \$6,300, if the career ladder salary would result in an increase in compensation from SY 2014-2015 to SY2015-2016 of more than \$6,300; or,
- c. The teacher will receive his/her SY2014-2015 compensation plus \$5,000 if the career ladder salary would result in an increase in compensation from SY 2014-2015 to SY 2015-2016 of less than \$5,000.

In SY 2016-17, a teacher who teaches at the school in both SY 2014-2015 and SY 2015-2016 and advances to a new level on the new career ladder shall receive an increase from his/her SY 2015-2016 compensation depending on the applicable description below:

- a. The teacher will receive the compensation on the new career ladder scale (see below table) if that amount would result in an increase of at least \$4,000 but not more than \$6,000 when compared to his/her SY 2015-2016 compensation; or,
- b. The teacher will receive his/her SY 2015-16 compensation plus \$6,000 if the career ladder salary would result in an increase in compensation from SY 2015-2016 to SY 2016-2017 of more than \$6,000; or
- c. The teacher will receive his/her 2015-16 compensation plus \$4,000, if the career ladder salary would result in an increase in compensation from SY 2015-2016 to SY 2016-2017 of less than \$4,000.

Newly hired teachers will be placed on the career ladder as determined by the Receiver.

2014-15 Step	2015-2016 Career Level Placement	2015-16 Compensation on new career ladder
	Novice	\$54,000
1	Developing I	\$59,000
2	Developing II	\$64,000
3	Career I	\$70,000
4	Career II	\$74,000
5	Career III	\$78,000
6	Career IV	\$82,000
7	Career V	\$86,000
8 and higher	Career VI	\$90,000

The Receiver will review and may adjust the salary schedule periodically.

The annual base salary for an “Advanced” teacher will be \$97,000. Advanced teachers must possess an initial or professional license.

The annual base salary for a “Master” teacher will be \$104,000. Teachers selected for this position will receive a stipend differential based on their annual base salary in order to reach \$104,000. These stipend compensation amounts shall be included in the teacher’s base pay or otherwise considered as part of the teacher’s annualized salary for retirement purposes. Master teachers must possess a professional license.

The Receiver will establish a process for eligible teachers to apply for Advanced or Master Teacher levels. Teachers selected for these roles will be compensated at the salary levels for these positions for the duration of their assignments. Upon leaving these assignments, teachers will return to their most recent compensation levels.

Advancement on the Career Ladder

A Novice teacher shall advance to Developing I and a Developing I teacher shall advance to Developing II annually provided that the teacher does not receive an end-of-year overall evaluation rating of “unsatisfactory.”

A Developing II teacher shall advance to Career I and all Career level teachers shall advance a level annually provided that an end-of-year overall evaluation rating of “proficient” or “exemplary” is received, with “proficient” or better ratings on all four standards. A teacher with an end-of-year overall rating of “proficient” who has achieved less than “proficient” ratings on all four standards may still advance to the next level with the recommendation of the building principal and the approval of the Receiver. The Receiver may adjust the progression rules in future years to include student data as a one criterion for advancement.

A teacher may advance on the salary scale more rapidly than described above with the recommendation of the school principal, subject to the approval of the Receiver.

Novice, Developing, and Career teachers who continue in employment shall not have their salary reduced based on their performance evaluation.

Consistent with the Turnaround Plan, based on past experience and performance, a newly-hired teacher may be hired by the Receiver above the Novice level.

The categories of Advanced and Master teachers will be established effective July 1, 2015. The roles, expectations, and selection criteria for these teachers will be developed by the Receiver.

A teacher who has attained the status of Career III or higher and received “proficient” or “exemplary” overall end-of-year ratings the previous two years can apply to become an Advanced teacher through a cumulative career portfolio. The portfolio may include 1) student growth data over time; 2) endorsements from peers, parents, students, and administrators; 3) and evidence of effective instruction.

A teacher who has attained the status of Career III and above and received “exemplary” overall end-of-year ratings the previous two years can apply to become a Master teacher through a cumulative career portfolio. The portfolio may include 1) student growth data over time; 2) endorsements from peers, parents, students, and administrators; 3) and evidence of effective instruction.

In addition to teacher advancement as outlined above, if the Receiver determines that the payment of additional compensation to a bargaining unit member is necessary to better serve the needs of the students, the Receiver may authorize the additional payment.