Kettle Moraine School District

Teacher compensation plan design and process

Frequently Asked Questions

Do teachers have to obtain new certifications/endorsements in order to maintain their current salary? No. Current base salaries will not be reduced. The proposed plan offers potential opportunities for current base salaries to be increased. This plan does not propose any methods to cut salaries.

My salary is at the maximum based on years of service and educational credits, from the old “step and lane” process, so my pay rate has been limited to annual cost of living increases for years. Does this plan offer me anything new? Yes, this plan offers opportunities to increase base salary amounts by receiving compensation for pre-approved stipends or “micro-credentials.” The compensation for micro-credentials would be in addition to any cost of living increase, as approved by the School Board each year.

How will stipends/micro-credentials and their dollar amounts be determined? A committee of teachers and administrators, with full transparency, will offer input to the nature and level of stipends/micro-credentials. This will include a process for individuals to propose new ideas for consideration as new stipends/micro-credentials. It is anticipated that there will be a regular periodic review of stipends/micro-credentials to assure their relevance and alignment with district and building goals and initiatives.

Will current teachers who stick to the same roles and responsibilities as this year make at least the same amount in the future? Yes. Again, the plan does not include provisions for cutting salaries. Will they be eligible for any approved cost of living increases? Yes.

What if I am a Lead Educator for a few years and then no longer am able to or want to serve in that role? Will my pay be cut? No. Depending on the situation at that time, your base pay might be “red circled” or kept at that rate for several years. This plan design does not propose situations where a teacher’s base salary will be reduced.

I saw that the minimum salary for a “Lead Educator” would be $60,000. Is there a salary cap for a “Professional Educator?” There are no salary caps for any of the classifications. It is anticipated that many Professional Educators will already have higher base salaries than some Lead Educators. So if that is true, why would I want to be a Lead Educator? Some teachers have shown interest in assuming additional leadership roles and responsibilities. The role of Lead Teacher is part of a leadership pathway. If salary is the only reason a teacher would consider wanting to be a Lead Educator, then it would not be the best role for that teacher. Success will be found in a Lead Educator role for those most interested in providing positive teacher leadership at a school or district level.
Does the selection process for Lead Educators encourage competition among teachers, vs. collaboration? No. One of the criteria of a Lead Educator is the ability to collaborate. Lead Educators will be compared to the Lead criteria, *not each other*. The number of Lead Educators will be determined based on the needs of the district and the interests and abilities of potential candidates.

Some documents have referred to potentially including student test scores in calculating teacher pay in the future. Are there plans to include this in the compensation plan design for teachers? No. This plan does not include student achievement factors.