

# **COMPENSATION COMPRESSION RESOLUTION PLAN – PHASE 2 & 3**

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# THE GOAL

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- Increase recruitment and retention of teachers in the classroom.

# UPDATE

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- Phase 1 of the compression plan has been completed.
- Teachers received a compensation adjustment in their January 31<sup>st</sup> paycheck.
- Future adjustments will be discussed in Phase 2 & 3.



## PHASE 2

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- Place new hires to TUSD on the new Teacher Salary Schedule to close the gap with current TUSD teachers.
- Budget for additional compensation of phase 1 teachers to meet the goal of full compression.
- Re-evaluate the teacher population to ensure consistent application of the compression implementation.

## PHASE 2

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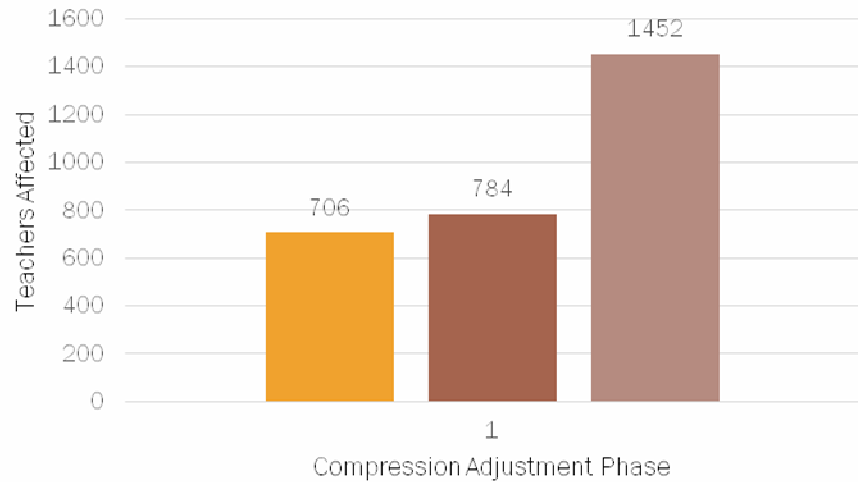
- Budget \$1.4M to address the following:
  - Complete compression of Phase 1 teachers' salaries.
  - Address remaining teachers with an adjustment to their salary in the FY15 budget cycle.

## PHASE 3

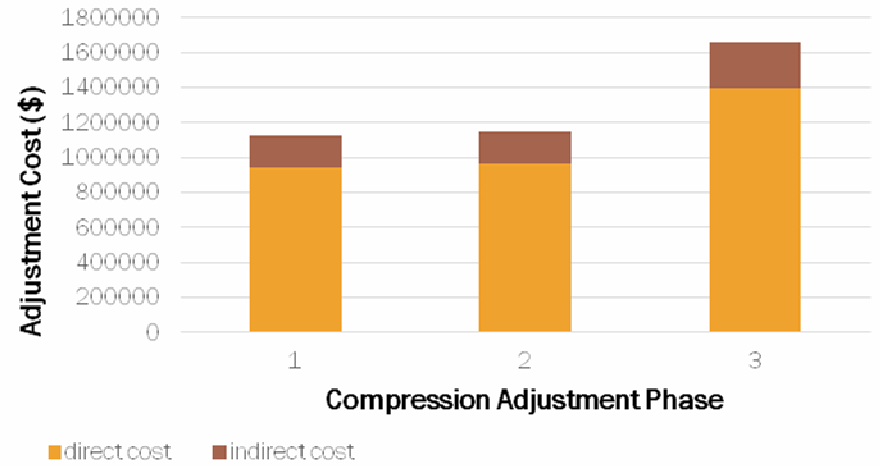
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- Budget approximately \$1.4M to finalize the compression of classroom teacher salaries.
- The final phase will cover more teachers even though individual amounts may be less.

### Teachers Affected Per Phase



### Adjustment Cost Per Phase



### Compression Analysis Per Phase

	Phase		
	1	2	3
Teachers Affected	706	784	1452
Avg Adj	1340	1234	962
Direct Cost	946103	967808	1396893
Indirect Cost	179760	183884	265410
Total Adj Cost	1125863	1151692	1662303



# FACTS & FIGURES

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- 33 Teachers requested review or appeal of the Phase I analysis of their current salary.
  - 19 employees did not qualify.
  - 7 employees should have been included.
  - 7 employees are still under review.

# FACTS & FIGURES

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- 231 Teachers on LOA were excluded from the original compression.
  - 83 Teachers were ineligible.
- 148 Teachers were eligible.
  - 80 employees will receive a salary adjustment for Phase 1, 2 and 3.
  - 11 employees should receive a salary adjustment for Phase 2 and 3
  - 57 employees should receive a salary adjustment for Phase 3.

## FACTS & FIGURES

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- Out of classroom positions such as LSC, Gifted Coord., PDATs were not included.
- FAQ's were posted on the website on 1/30/14 and 2/11/14.