

Compensation Compression Resolution Plan – Phase 1

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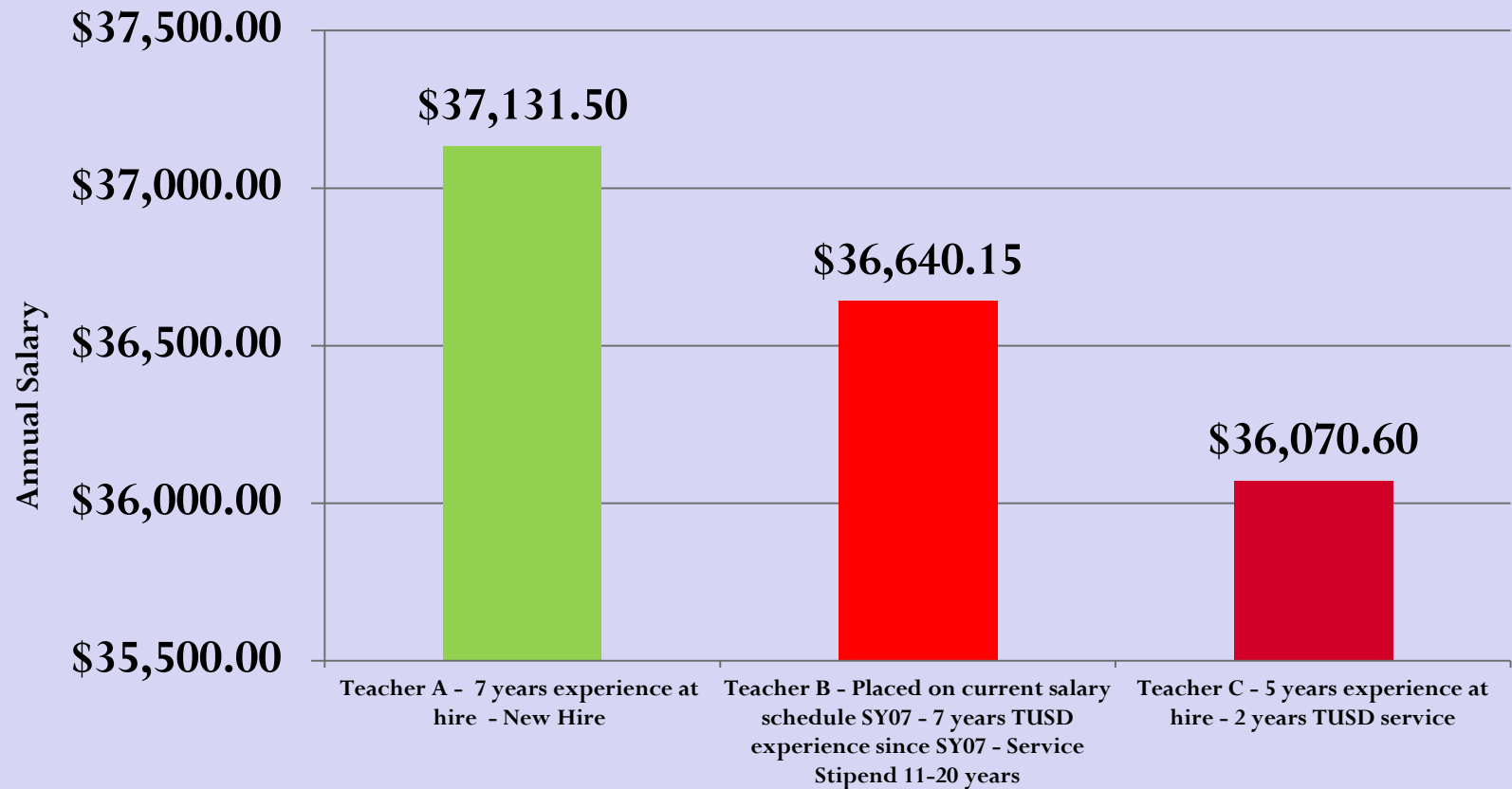
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The Goals

- Begin the correction of compensation compression in FY14 focusing first on teacher salaries.
- Develop a compensation method that reduces the possibility of creating significant compensation compression in the future.
- Make corrections and adjustments as funding from the state and student enrollment allows.

The Current Compensation Compression Condition

Teacher Salary Compression Example



Current Teacher Salary Schedule

Step	Base \$	Supplemental \$ (7% of Base)	Annual \$
1	31,727.85	2,220.95	33,948.80
2	32,099.42	2,246.96	34,346.38
3	32,471.95	2,273.04	34,744.99
4	32,843.52	2,299.05	35,142.57
5	33,215.09	2,325.06	35,540.15
6	33,710.84	2,359.76	36,070.60
7	34,206.59	2,394.46	36,601.05
8	34,702.34	2,429.16	37,131.50
9	35,198.08	2,463.87	37,661.95
10	35,693.83	2,498.57	38,192.40
11	36,189.58	2,533.27	38,722.85
12	36,685.33	2,567.97	39,253.30
13	37,181.07	2,602.68	39,783.75
14	37,676.82	2,637.38	40,314.20
15	38,172.57	2,672.08	40,844.65
16	38,668.32	2,706.78	41,375.10
17	39,164.07	2,741.48	41,905.55
18	39,659.81	2,776.19	42,436.00
19	40,155.56	2,810.89	42,966.45
20	40,651.31	2,845.59	43,496.90

Step	Base \$	Supplemental \$ (7% of Base)	Annual \$
21	41,147.06	2,880.29	44,027.35
22	41,642.80	2,915.00	44,557.80
23	42,138.55	2,949.70	45,088.25
24	42,634.30	2,984.40	45,618.70
25	43,130.05	3,019.10	46,149.15
26	43,625.79	3,053.81	46,679.60
27	44,121.54	3,088.51	47,210.05
28	44,617.29	3,123.21	47,740.50
29	45,113.04	3,157.91	48,270.95
30	45,608.79	3,192.61	48,801.40
31	46,104.53	3,227.32	49,331.85
32	46,600.28	3,262.02	49,862.30
33	47,096.03	3,296.72	50,392.75
34	47,591.78	3,331.42	50,923.20
35	48,087.52	3,366.13	51,453.65
36	48,583.27	3,400.83	51,984.10
37	49,079.02	3,435.53	52,514.55
38	49,574.77	3,470.23	53,045.00
39	50,070.51	3,504.94	53,575.45
40	50,566.26	3,539.64	54,105.90

Step	Base \$	Supplemental \$ (7% of Base)	Annual \$
41	51,062.01	3,574.34	54,636.35
42	51,557.76	3,609.04	55,166.80
43	52,053.50	3,643.75	55,697.25
44	52,549.25	3,678.45	56,227.70
45	53,045.00	3,713.15	56,758.15
46	53,540.75	3,747.85	57,288.60
47	54,036.50	3,782.55	57,819.05
48	54,532.24	3,817.26	58,349.50
49	55,027.99	3,851.96	58,879.95
50	55,523.74	3,886.66	59,410.40
51	56,019.49	3,921.36	59,940.85
52	56,515.23	3,956.07	60,471.30
53	57,010.98	3,990.77	61,001.75
54	57,506.73	4,025.47	61,532.20
55	58,002.48	4,060.17	62,062.65
56	58,498.22	4,094.88	62,593.10
57	58,993.97	4,129.58	63,123.55
58	59,489.72	4,164.28	63,654.00
59	59,985.47	4,198.98	64,184.45
60	60,481.21	4,233.69	64,714.90

Step	Base \$	Supplemental \$ (7% of Base)	Annual \$
61	60,976.96	4,268.39	65,245.35
62	61,472.71	4,303.09	65,775.80
63	61,968.46	4,337.79	66,306.25
64	62,464.21	4,372.49	66,836.70
65	62,959.95	4,407.20	67,367.15
66	63,455.70	4,441.90	67,897.60
67	63,951.45	4,476.60	68,428.05
68	64,447.20	4,511.30	68,958.50
69	64,942.94	4,546.01	69,488.95
70	65,438.69	4,580.71	70,019.40
71	65,934.44	4,615.41	70,549.85
72	66,430.19	4,650.11	71,080.30
73	66,925.93	4,684.82	71,610.75
74	67,421.68	4,719.52	72,141.20
75	67,917.43	4,754.22	72,671.65
76	68,413.18	4,788.92	73,202.10
77	68,908.93	4,823.62	73,732.55
78	69,404.67	4,858.33	74,263.00
79	69,900.42	4,893.03	74,793.45
80	70,396.17	4,927.73	75,323.90
81	70,891.92	4,962.43	75,854.35

Consecutive Years of Service

Amount

6-10

\$1,000

11-20

\$1,100

21-30

\$1,250

31 and more

\$1,500

Objectives of the Compensation Compression Resolution Plan

- Recognize the dedication of teachers who have shown commitment to TUSD through their years of experience in the TUSD.
- Design a method that ensures that current TUSD teachers with equal years of experience are not compensated less than new hires with non-TUSD experience.
- Structure the design to be easily augmented with other compensation elements such as performance pay, one time bonus, one time or continuing incentives, and/or special needs targeted compensation.
- Provide a consistent basis for financial cost projection.
- Provide a method similar to competing employers in the relevant market.
- Develop a sustainable design that minimizes compensation compression within the workforce.

The Plan

- Implement a compensation method that combines experience rating at time of hire and recognition of consecutive years of service progressing annually.
- Design years of service milestones at year 4, year 11, and year 21.
- Cap experience rating at time of hire to 15 years.
- Cap recognition of TUSD years of consecutive service at 30 years.

Proposed Teacher Salary Schedule

Compensation Method Part I

Experience Rating at Time of Hire
Establishes Set Point

Experience Rating Years (PreK-12 teaching experience in K-12 environment)	Annual Salary \$ (TUSD to determine the amount of money that is applied to the base to create the annual salary)
0	\$34,000
1	\$34,425
2	\$34,850
3	\$35,275
4	\$35,700
5	\$36,125
6	\$36,550
7	\$36,975
8	\$37,400
9	\$37,825
10	\$38,250
11	\$38,675
12	\$39,100
13	\$39,525
14	\$39,950
15	\$40,375

Compensation Method Part II

Consecutive Years of TUSD Service
Annual Progression to Cap

Years of Consecutive TUSD Service	\$ Added to Annual Salary
0	
1	\$425
2	\$425
3	\$425
4	\$700
5	\$425
6	\$425
7	\$425
8	\$425
9	\$425
10	\$425
11	\$700
12	\$425
13	\$425
14	\$425
15	\$425

Years of Consecutive TUSD Service	\$ Added to Annual Salary
16	\$425
17	\$425
18	\$425
19	\$425
20	\$425
21	\$700
22	\$425
23	\$425
24	\$425
25	\$425
26	\$425
27	\$425
28	\$425
29	\$425
30	\$425

Proposed Teacher Salary Schedule Progression for Experience at Hire and Years of TUSD Service

Years of TUSD Service																
Years Expat Hire																
Hire	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	
0	34,000	34,425	34,850	35,275	35,975	36,400	36,825	37,250	37,675	38,100	38,525	39,225	39,650	40,075	40,500	
1	34,425	34,850	35,275	35,700	36,400	36,825	37,250	37,675	38,100	38,525	38,950	39,650	40,075	40,500	40,925	
2	34,850	35,275	35,700	36,125	36,825	37,250	37,675	38,100	38,525	38,950	39,375	40,075	40,500	40,925	41,350	
3	35,275	35,700	36,125	36,550	37,250	37,675	38,100	38,525	38,950	39,375	39,800	40,500	40,925	41,350	41,775	
4	35,700	36,125	36,550	36,975	37,675	38,100	38,525	38,950	39,375	39,800	40,225	40,925	41,350	41,775	42,200	
5	36,125	36,550	36,975	37,400	38,100	38,525	38,950	39,375	39,800	40,225	40,650	41,350	41,775	42,200	42,625	
6	36,550	36,975	37,400	37,825	38,525	38,950	39,375	39,800	40,225	40,650	41,075	41,775	42,200	42,625	43,050	
7	36,975	37,400	37,825	38,250	38,950	39,375	39,800	40,225	40,650	41,075	41,500	42,200	42,625	43,050	43,475	
8	37,400	37,825	38,250	38,675	39,375	39,800	40,225	40,650	41,075	41,500	41,925	42,625	43,050	43,475	43,900	
9	37,825	38,250	38,675	39,100	39,800	40,225	40,650	41,075	41,500	41,925	42,350	43,050	43,475	43,900	44,325	
10	38,250	38,675	39,100	39,525	40,225	40,650	41,075	41,500	41,925	42,350	42,775	43,475	43,900	44,325	44,750	
11	38,675	39,100	39,525	39,950	40,650	41,075	41,500	41,925	42,350	42,775	43,200	43,900	44,325	44,750	45,175	
12	39,100	39,525	39,950	40,375	41,075	41,500	41,925	42,350	42,775	43,200	43,625	44,325	44,750	45,175	45,600	
13	39,525	39,950	40,375	40,800	41,500	41,925	42,350	42,775	43,200	43,625	44,050	44,750	45,175	45,600	46,025	
14	39,950	40,375	40,800	41,225	41,925	42,350	42,775	43,200	43,625	44,050	44,475	45,175	45,600	46,025	46,450	
15	40,375	40,800	41,225	41,650	42,350	42,775	43,200	43,625	44,050	44,475	44,900	45,600	46,025	46,450	46,875	

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Compression Resolution

If approved, in FY14:

- Determine years of teaching experience at hire and confirm consecutive years of service with TUSD.
- Determine the cost of correcting compression for teacher jobs.
- Determine the most affected teacher employees.
- Determine the teacher employees that will receive compression correction and the dollar amount of the correction each year of 3 years as funding from the state and student enrollment allows.
 - ◆ Compensate the most affected teachers each year in a three year correction plan.
 - ◆ Compensate the moderately affected teachers in the second and third year of a three year correction plan.
 - ◆ Compensate the least affected teachers in the third year of a three year correction plan.
- Implement the first year of correction in the three year correction plan in December or January retroactive to the first day of work in FY14.

The Compensation Compression Resolution Plan - Phase 1 Proposal:

- ✓ Recognizes the dedication of teachers who have shown commitment to TUSD through their years of experience in the TUSD.
- ✓ Corrects the current compression condition for TUSD teachers.
- ✓ Ensures that current TUSD teachers with equal years of experience are not compensated less than new hires with non-TUSD experience.
- ✓ Presents a compensation method design that is easily augmented with other compensation elements such as performance pay, one time bonus, one time or continuing incentives, and/or special needs targeted compensation.
- ✓ Is a sustainable design that minimizes compensation compression within the workforce.