

**Certified Staff  
Compensation Plan  
Effective: September 1, 2013**

Satisfactory Performance Level	Education				
	Bachelor's - 0	Bachelor's - 16	Master's - 0	Master's - 16	EdS./PhD./EdD.
1	\$36,188	\$37,173	\$38,183	\$39,338	-
5	\$41,668	\$42,660	\$43,927	\$45,088	-
10	\$48,515	\$49,059	\$51,114	\$52,270	\$53,416
15	\$52,638	\$53,628	\$58,293	\$59,448	\$60,610
15+	-	-	\$59,043	\$60,198	\$61,400

\*Any movement is dependent upon a satisfactory performance evaluation and/or the successful completion of a professional improvement plan.  
 \*\*Movement between steps and lanes are limited to the fall of each school year.

**District Compensation Plan Placement:**

The Board, in its sole discretion, will determine the salary of new employees.

**Salary Step Movement:**

Employees who have provided satisfactory performance, as determined by the District, may advance to the next attainable level for the ensuing contract year on September 5 provided funds are available as determined by the District and by direction of the Board of Education.

**Department Chairs/Building Coordinators:**

1. The District may have designated department chairs and building coordinators as determined and designated by administration. Individuals for these positions will be selected by administration, at their discretion. The department chairs will coordinate department business and tasks. Department chairs are responsible to the District Administrator and the Curriculum Director.
2. Compensation for Department Chairpersons/Building Coordinators
  1. Curriculum Department chairpersons shall be compensated at the rate of \$300.00 per year. This compensation may include payment for one (1) day during the summer as assigned by administration.
  2. Building Technology Coaches shall be compensated at \$500.00 per year.
  3. Additional summer work for department chairpersons, building coordinators, or technology coaches to complete department business will be compensated at the curriculum planning rate. Scheduled work hours and activities will be reviewed and approved by the applicable supervisor prior to any work commencing.
3. Evaluations of department chairs will be done by the administration.

**Staff In-Service Presentations - In District:**

The District can benefit from the training and expertise of its staff. Staff members who are interested in sharing their expertise and in receiving compensation for their efforts may provide presentations to staff in accordance with the following guidelines:

1. Approval Process: Presentations beyond the normal scope of duties will be arranged and pre-approved through the Principal to qualify for compensation. Compensation is paid for presentations that occur outside of regular school hours.
2. Presentation Compensation
  - a) Planning Time: Up to two (2) hours at \$15.00 per hour or \$30.00 total.
  - b) Presentation Time: \$24.00 per hour for each hour of presentation.
3. Repeated Session(s) Compensation
  - a) Planning Time: Up to one (1) hour at \$15.00 per hour or \$15.00 total.
  - b) Presentation Time: \$24.00 per hour for each hour of presentation.

4. Multiple Presenters: When multiple presenters are used, the above amounts may be divided amongst the presenters as determined by the District.

**Mentor for Initial Educator and a teacher new to the District (who holds a current Wisconsin teaching license):**

1. An initial educator will be provided a qualified mentor by the District. The District Administrator shall assign a mentor. The District reserves the right to use qualified persons who are not District employees or continuing teachers.
2. If a continuing teacher is selected as a mentor for an initial educator, he/she shall be paid a stipend of \$500.00 for the period served as a mentor (from August of the first year through October of the subsequent year). The mentor of a new to the system teacher who is not an initial educator shall be paid a stipend of \$250.

**Base Pay Calculation:**

1. Base pay calculation is dependent upon and subject to state law and administrative rules.
2. For all employees hired prior to July 1, 2011, a base wage rate was established by using the 2011-12 salary schedule.
3. Employees who were first contracted to teach for the 2011-12 school year and began their employment with the school district after July 1, 2011 will have their base wage rate established for the 2012-13 school year as follows:
4. Base Wage Determination
  - a) BA Base + 0, Step Salary closest to the employee's present salary/step and MA Base +0 Step Salary/step closest to the employee's present salary where the position requires a MA. The salary shall not be decreased from the previous year.
5. Proration of Base Wage for Part-Time Employees
  - a) Part-time employees will receive the salary set forth in a percentage equal to the amount of contracted time of their employment.
  - b) The salary schedule is based upon the regular school calendar set forth in this Compensation Plan.
  - c) The employee's pro-rata daily rate shall be determined in the following manner:
  - d) The employee's scheduled annual salary divided by the number of contracted days equals the pro-rata daily rate (extended contract or furlough days shall not be used in this calculation. (The current number of contract days is 188 days.)
6. Negotiated Adjustments to Base Wage Rate
  - a) Increases in the base wage rate are subject to a negotiations process as outlined in WI State Statutes and governed by the rules of the Wisconsin Employment Relations Commission (WERC). Increases negotiated in base wages rates will become a part of the employee's base wage rate effective July 1st of the new contract year.

**Performance Stipend:**

The Board of Education may, at its sole discretion, award a performance stipend based upon exceptional work performance. Such a stipend is for work performance exceeding all expectations and may be awarded for many reasons, including but not limited to, Exceptional Student Achievement, School Recognition, District Goal Completion, and Professional Awards. Such a stipend may be awarded at the end of each contract year, if funds are available, and shall not exceed \$500 in total. Such a performance stipend is not a component of base wage and is considered supplemental. The decision of the Board of Education is final and not subject to challenge.

- Satisfactory Educator Performance Evaluation
- Student Achievement Gains
  - Increase in MAP Reading Score
  - Increase in MAP Mathematics Score
  - Student Performance or Visual Art Display at State Education Convention
  - Increase in Students Attaining President's Physical Fitness Award
  - High School Graduation Rate
  - School Attendance Improvement

- High School ACT Average Score
- Elementary 3rd Grade Reading Score
- Leadership Committee Membership (Admin. Appointed)
- Recognition for School Achievement
  - DPI School of Recognition
  - Wisconsin School of Promise
  - National Blue Ribbon School
  - U.S. News and World Report Ranking
- Kohl Fellowship Award
- Grant-Writing and Award
- School/Community Contribution
- Continuing Education Credit(s)

**Substitute Teacher - Certified Staff:**

- In accordance with Board Policy GCE, substitute teachers are paid \$100 per day, \$50 per half-day.
- Long-term substitute teachers receive Bachelor – 0 rate, calculated per diem, at the 21st day of service in the same position, without interruption.

**Summer Certified Staff:**

- Summer School: \$29.12 per hour. Selected and Assigned by Administration, at its discretion.

**Curriculum or Project Work - Certified Staff:**

- Written pre-approval by Principal, \$15.00 per hour.

**Alternative Diploma Program (ADP):**

- \$24.50 per hour, for all new ADP hires, as of 3/2/2010.

**Athletic Practice/Vacation Periods:**

1. Football coaches and tennis coaches shall be paid \$60 per day, up to twelve (12) days, for practices prior to inservice days.
2. Dance Squad Advisor shall be paid \$60 per day up to four (4) days in each season (fall, and winter) for practices prior to inservice days or during the Christmas holiday.
3. Coaches will be compensated \$60 per day, up to eight (8) days, for practices prior to start of the year inservice, Thanksgiving, and Christmas holiday breaks. (Boys and Girls Basketball, Volleyball, Cross Country, and Wrestling)
4. A “day” is equal to four hours of time of which at least 2.5 are directly with students.

**Expense Account Allowances:**

1. Meal allowance - \$25 per day.
2. Room allowance - \$80 per day.
3. Mileage - At the current IRS rate, unless district transportation is provided.
4. Coaches may attend on expense account, one clinic or one tournament per sport. The attendance of a coach at either the State tournament or coaching clinic shall be at the discretion of the Athletic Director and/or Principal. (Tournaments in which the District is a participant shall be excluded from this limitation.) Expense account to include meals, room, mileage and clinic or tournament fee will be limited to \$50 for entry or ticket fees.

**EXTRA-CURRICULAR WAGE SCHEDULE**

<b>Category/Position</b>	<b>Satisfactory Performance Level 1-3</b>	<b>Satisfactory Performance Level 4-6</b>	<b>Satisfactory Performance Level 7+</b>
<b>Athletics</b>			
HS Varsity Football	\$2730	\$3168	\$3610
HS Varsity Wrestling	\$2730	\$3168	\$3610
HS Varsity Volleyball	\$2730	\$3168	\$3610
HS Varsity Basketball	\$2730	\$3168	\$3610
HS Varsity Track	\$2730	\$3168	\$3610
HS Varsity Softball	\$2730	\$3168	\$3610
HS Varsity Tennis	\$2730	\$3168	\$3610
HS Varsity Baseball	\$2730	\$3168	\$3610
HS Varsity Cross-Country	\$2730	\$3168	\$3610
HS Varsity Golf	\$1737	\$2001	\$2263
HS Asst. Coach	\$1737	\$2001	\$2263
HS Asst. Golf, Asst. Dance	\$1061	\$1322	\$1587
MS Coach	\$1372	\$1637	\$1901
Danceline Coach	\$1372	\$1637	\$1901
<b>Co-Curricular</b>			
HS Forensics	\$1061	\$1322	\$1587
MS Forensics	\$1061	\$1322	\$1587
MS Drama	\$1061	\$1322	\$1587
HS Drama	\$1372	\$1637	\$1901
HS Drama Technical	\$450	\$650	\$650
HS Drama Musical	\$450	\$650	\$650
MS Band Director	\$1372	\$1637	\$1901
HS Band Director	\$2730	\$3168	\$3610
HS/MS Choir Director	\$1737	\$2001	\$2263
Elementary Music	\$1372	\$1637	\$1901
<b>Advisor</b>			
National Honor Society	\$450	\$650	\$650
MS Yearbook	\$1372	\$1637	\$1901
HS Yearbook	\$2730	\$3168	\$3610
HS Photography	\$450	\$650	\$650
HS AODA	\$450	\$650	\$650
FBLA	\$450	\$650	\$650
FFA	\$450	\$650	\$650
Quiz Bowl Advisor	\$450	\$650	\$650
HS Student Council	\$450	\$650	\$650
MS Student Council	\$450	\$650	\$650
HS Class Advisor	\$450	\$650	\$650
Destination Imagination	\$450	\$650	\$650
Volunteer Coordinator	\$3000	\$3000	\$3000

*The Board of Education may add or delete, and determine position placement as needed.*

<b>Individual Event Coverage</b>	
Game Tickets	\$30.00 Double-Header, \$20.00 Single Game
Game Supervision	\$40.00 Double-Header, \$25.00 Single Game
Announcer	\$10.00 Per Game
Game Clock/Book	\$15.00 Per Game
Auditorium Event-Lights and Sound	\$20.00 Per Hour

<b>Support Staff Compensation Plan Effective: July 1, 2015</b>								
	Educational Assistant	Cook	Custodian	Maintenance/ Grounds	Mechanic	Secretary/ Clerical	Building/ Program Secretary	Certified Technician
Level 1	\$11.23	\$11.71	\$14.43	\$14.92	\$16.68	\$13.16	\$13.63	\$20.68
Level 2	\$12.20	\$12.68	\$14.70	\$15.86	\$17.60	\$14.10	\$14.59	\$20.85
Level 3	\$13.44	\$13.63	\$15.02	\$16.83	\$18.51	\$15.10	\$15.56	
Level 4	\$14.30	\$14.59	\$15.44	\$17.77	\$19.45	\$16.05	\$16.52	
<i>Initial Placement on the Grid is at the discretion of the District Administrator.</i>								
<i>*Lead Positions: Lead positions for Cook and Custodian receive \$.50 additional per hour. Lead Positions are assigned by administration.</i>								
<i>***Any movement is dependent upon a satisfactory performance evaluation and/or the successful completion of a professional improvement plan.</i>								

**District Compensation Plan Placement:**

The Board, with recommendation from the District Administrator, will determine the starting wage of new employees.

**Compensation Level Movement:**

Employees who have provided satisfactory performance, as determined by the District, may advance to the next attainable level for the ensuing fiscal year (July 1) provided funds are available as determined by the District and by direction of the Board of Education. An employee may be held to their current level for less than satisfactory performance.

**Out-Of-Classification Pay:**

Any employee working in a higher paid classification for more than 10 working days shall receive the pay of that classification. Payment of a higher paid classification requires the employee to have the minimum qualifications and certification for such classification. Upon completion of the employee's assignment under the higher pay scale, the employee shall revert to his or her former classification and rate.

**Bus Driver Route Pay:**

Bus drivers are paid per route and mile as specified in the table below. Miles are calculated by the Transportation department. All route changes must be reported to the Transportation department.

A.M. Route	\$20.00 + \$.40 Per Mile
P.M. Route	\$23.00 + \$.40 Per Mile

**Bus Driver Trip Pay:**

For each trip a bus driver takes they will be paid \$16.00 per hour for the first two hours and \$11.00 per additional hour.

**Summer School Non-Certified Staff:**

Compensation according to the classification of the position.

**Temporary, Project Specific Non-Certified Staff:**

Subject to the substitute rate for the classification (95% of Level 1). (Board Policy GDE).

**Community Pool:**

- Lifeguards: Ranging from \$10.00 to \$11.00 based upon experience/training.
- Pool Supervisors: \$12 per hour.

- Swimming Instructors: \$29.12

**Temporary, Project Specific Student Summer Workers:**

- Summer Project Work: \$7.25 per hour.
- Student Summer Maintenance Worker: \$9.00 per hour.
- Summer School Student Helpers: \$7.25 per hour.

**Student Kitchen Workers:**

- According to DWD 270.19 and WI Stats 115.001 (13), students may work up to 1 hour per day in student work-like activities when the purpose is educational. The work may be performed with or without compensation. The cafeteria is one area where this is permissible.
- A work permit is required, per state statute, for employment as a student worker (anyone under the 18 years of age).

**Fitness Center Supervisors:**

- \$10 per hour, regardless of other employment status. Community Service funded.

**Homebound Instructors:**

- \$24.50 per hour, with proper licensure/certification, according to Board Policy EDCD. Mileage is not paid.

**Technology Intern:**

- \$10 per hour (On the job training)

**Substitute Support Staff:**

According to Board policy GDE, all casual or temporary employee rates of compensation will be based on 95% of the level 1 rate set by the *Support Staff District Compensation Plan*

The Superintendent is authorized to set a different rate for substitutes who work on a regular basis for the District, based on experience either in the Unity District or in another district in the same capacity.

Substitutes will not be entitled to any fringe benefits other than those regulated by Wisconsin State Statutes or the Federal government.

**Shift Differential:**

- Employees who work and are assigned to a regular second shift shall receive **25 (¢)** cents per hour added to their regular rate of pay for all hours worked after 4:00 p.m.
- Employees who are temporarily shifted from their regular night shift to days during recess shall not receive their normal shift premium as provided herein during such period.
- Bus driving is not subject to a shift differential.

**Call-In Pay:**

Employees called in to work hours outside of their regular work schedule that are not contiguous with their regular work schedule, except as noted below, shall be paid no less than two (2) hours pay. The District may, at its discretion, require such employees to work the full two (2) hour period. Employees called in to open the building for a special event, i.e. use of school District facility by an outside agency or for co-curricular events, will be paid for the time that the employee is required to be at the District.

**Meeting:**

- Attendance at required meetings outside the regular workday will be compensated at \$9.50 per hour.
- Buses are expected to be maintained in clean order. Additional cleaning of busses shall be paid at meeting rate.

**Other:**

- Community Education Instructor or Assistant: Community Education pay rates are dependent upon enrollment in the class or activity.
- Grant-Funded Work: Grant-funded work is determined by the wage rates specified in the grant and deviate from other rates.