



Designing a Strategic Compensation System

February 2, 2015
Board Meeting

Dr. Timothy Rocka,
Bryan Independent School District

Children First, Always... The Bryan Way



Bryan ISD's Journey

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Bryan ISD's Journey

- 2010-2015: Teacher Incentive Fund State Grant Recipient
 - Used Teacher Advancement Program(TAP) Model
 - Evaluation, Professional Development, & PD
- Build Design Team
 - Diverse team members
 - Teachers, Building Leaders, HR staff, Finance, Board Members
 - Met between April 2014 and December 2014
 - Actions:
 - Discussed district strategy & student data
 - Open conversations around TAP – asking what worked/didn't work and what did you like/didn't like?
 - Reviewed Research, articles, models from other districts
 - Conversations on how compensation is part of a larger HR system

Bryan ISD's Teacher Design Team

• Build Design Team

- Tim Rocka – Deputy Superintendent
- Carol Cune – Exec. Director, HR and Administration
- Amy Drozd – Asst. Superintendent, Business Serv.
- Barbara Ybarra – Asst. Superintendent, Student Serv.
- Teresa Voltz – Asst. Superintendent, C & I
- Laurie Slaydon – Coord, Federal & Special Serv.
- Holly Scott – Elementary Principal
- Kelli Norgaard – MS Principal
- Sarah Chupp – Dean of Instruction
- New Newbold – Elementary Principal
- Alma Velez – Curriculum Coord, Bil. / ESL
- Donna Willett – Director, Counseling Services
- Amy Van Etten – Elementary Teacher
- Michel Gonzalez – MS Teacher

• Build Design Team

- Dala Henry – SPED Teacher
- Paula Shan Voltin – MS Teacher
- Shay Sicinski – Asst. Director, Human Resources
- Laura Wagner – IB Coordinator / Teacher
- Karen Rossman – Elementary Teacher
- Chelsea Wiese – Teacher , MCHS
- Kara Holder – MS Teacher
- Trey Moore – School Board Member
- David Stasney – School Board Member
- Kayla Garner – Elementary Teacher
- Amber Escobedo – Elementary Teacher
- Martha Pompeyo – Elementary Teacher
- Eddie Salazar – Elementary Teacher
- Sam Pittman – MS Teacher

Teacher Feedback

- Why they liked the Teacher Advancement Program (TAP) –
 - Professional development was linked
 - Rewarded high performing teachers
 - Motivator for high performing tested teachers to stay
- Why they did not like Teacher Advancement Program (TAP) –
 - Highly performing teachers were not able to earn an award due to their building's performance
 - Not everyone could participate
 - Confusion on how to use “Value Added” (VA) scores for improvement
 - Model not flexible – not meeting Bryan ISD's needs



Bryan ISD Strategic Compensation Model Phased Plan

DRAFT PROPOSAL

DRAFT Phase 1 Plan: 2015-2016 School Year

Tier 1: Base Pay

- **Current Teachers:** Base pay increase (flat dollar amount or percentage) – budget dependent
- **New Teachers:** Hiring-in schedule

Tier 2: Supplements

- **Teacher Critical Assignment Supplement**
 - **Roles:**
 - Bilingual
 - Math
 - STAAR/EOC teachers
 - **Rules:** To be eligible for a critical assignment stipend the teacher must teach the subject at least 4 periods/hours (This is the currently district procedure for roles-based stipends)
 - **Payment:** Over 12 months

Tier 3: Performance-based Bonus

- **Campus Level Performance:**
 - **Measure:** Campus must meet State Standard –Additional Awards for # of Distinctions, Student Attendance Measure
 - **Rules:** Teacher Attendance, Start Date, Evaluation Score, Certification Requirements, Good Standing, and Assignment (on next slide)
 - **Payment:** Paid after the district receives data from the state (Paid in winter of following year)

DRAFT Rule Details

- **Teacher Attendance:** Teachers cannot be absent for more than **4** full days to be eligible for a bonus. The following types of leave will be held harmless: military leave, FMLA (Family Medical Leave Act; must be authorized through Human Resources), temporary disability leave, assault leave, jury duty, school business or off-campus duty (such as professional development opportunities or activities approved by the District). The following types of leave will be considered days of absence: Local, old state, state personal days, and doc days. Attendance eligibility requirement will begin in the 2015–2016 school year.
- **Hire/Placement Date:** New employees for the 2015–2016 school year must be employed in a position by September 1, complete their contractual year, and be considered a teacher of record to be eligible for a bonus for that school year.
- **Evaluation Score:** Teachers with unsatisfactory evaluations, as defined by board policy, are not eligible for a bonus payment.

DRAFT Rule Details

- **Certification Requirement:** Teachers must complete the required hours of professional development pursuant to requirements set by the Texas State Board for Teacher Certification.
- **Good Standing:** Teachers must be considered “in good standing” at the time of bonus payout, as defined by the district regulation.
- **Multiple Campus Assignments:** The bonus for employees who work on multiple campuses in the same participation category will be determined on the basis of the percentage of time in which they function at each campus. Coaching and extracurricular activities do not count towards multiple assignments as those are additional roles that are stipend payments outside of a traditional teaching schedule.
 - For example: If an ELL teacher is based at Campus A $\frac{3}{4}$ of the day and Campus B for $\frac{1}{4}$ of the day, his/her school-level bonus will be based on $\frac{3}{4}$'s of Campus A's results and $\frac{1}{4}$ of Campus B's results.
- **Movement:** Between the performance year and the time of payout
 - Staff are eligible for a payout if they retire but they must have completed the contractual year
 - Staff are NOT eligible for a payout if they resign or are not longer an employee of the district at the time of payout

Phase 1: 2015-2016 & 2016-2017

TIER 1: Base Pay

- **Current Teachers:** Base pay increase (flat dollar amount or percentage) – budget dependent
- **New Teachers:** Hiring in schedule

TIER 2: Critical Assignment Supplement

- Roles:
 - Bilingual, Science, Math and Foreign Language
 - STAAR/EOC teachers

TIER 3: Campus-Level Performance

- Measure: Campus must meet State Standard – Additional Awards for # of Distinctions, Std Attendance Measure

Phase 2: 2017-2018

TIER 1: Base Pay

- Market study of teacher compensation
- Model/schedule depending upon state rules and status of evaluation and measure of growth

TIER 2: Critical Assignment

- Roles
- Buildings

TIER 3: Campus-Level Performance

- Measure: Campus must meet State Standard – Additional Awards for Distinctions, and Attendance
- Development of a system to offer, track, and reward high quality Professional Development opportunities linked to staff evaluation



Questions?

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