



Board-Approved Employee Compensation 2016-17

On May 31st, the Board of Education for the School District of Greenfield (“Board”) approved compensation increases for all employee groups effective for the 2016-17 school year.

All employee classifications (Administration, Classified, Professional-Technical, and Custodial-Maintenance), except Professional Educators, received a 1.5 % increase.

Professional Educator compensation, as adopted under the District’s Compensation Model, provides for three potential increases to wages:

- (1) Classification Changes (movement from Introductory=>Professional, Professional=>Advanced, and Advanced=>Senior);
- (2) Standard Progression by meeting the PPGs; and
- (3) Completion of the E3 (“Educators Exceeding Expectations”) Plan.

The Standard Progression increases approved by the Board is \$1,500 for the Professional Educators in the Introductory, Professional and Advanced Classifications, and \$1000 for the Professional Educators in the Senior Classification.

For Professional Educators who successfully complete their E3 Plan, they will receive a stipend in the amount of \$600 to be paid out on the last payroll in June.

In 2015-16, 49 Professional Educators completed an E3 Plan.

The increase to Professional Educator salaries, not inclusive of the E3 stipends, is 2.67%.

Under state law, the maximum allowable increase for 2016-17 that could be bargained pursuant to Wis. Stat. §111.70 is 0.12%. For example, for a Professional Educator with a salary of \$70,000 (i.e., Senior Classification), the maximum bargained increase would be \$84. Accordingly, the increase is nearly 12 times the maximum amount that can be bargained.

For Professional Educators at the top of the salary scale, the District’s increase has exceeded CPI-U increases since the full adoption of the *Compensation Model*.

Variable	2014-15 Salary	2015-16 Salary	2016-17 Salary
Compensation Model*	76,811	77,611	78,611
CPI-U**	76,811	78,055	78,149

*Senior Classification increases for 2015-16 was \$800, for 2016-17, \$1,000.

**CPI-U for July 1, 2015: 1.62%; July 1, 2016: 0.12%