



# BEST

## Bryan's Excellence for Students and Teachers Teacher Compensation Plan

July 16, 2015  
TASPA Summer Conference

**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 April 2015
  - 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
- Ken 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 Teachers liked the Teacher Advancement Program (TAP) –
  - Professional development was linked
  - Rewarded high performing teachers
  - Motivator for high performing tested teachers to stay
- Why Teachers 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



# BEST

## Bryan ISD Teacher Compensation Plan

### Phase-In

# Phase 1 Plan: 2016-2017 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)

# Teacher Participation 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 2016–2017 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.



# Teacher Participation 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

# Teacher Bonus Details

## Campus Bonus Participation Rules:

- Individual Classroom Teachers will receive the Bonus based on Campus Performance.
- Traditional Campus Configurations
  - Campuses that receive a “Met Standard” from the TEA.
  - Campuses that receive TEA Distinction Designations.
    - Incentive amounts will vary based on the number of distinctions earned by the campus and budget availability.
  - Student attendance measure – Summer PIEMS snapshot will be used-need to verify the criteria for attendance for Data services (how is it calculated in summer submission)
- Alternative Education Programs (MC Harris, DAEP, JJC)
  - Incentives for AEP campuses will be based exclusively on student attendance.

## Phase 1: 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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