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ARTICLE 60

PROFESSIONAL COMPENSATION SYSTEM

~~The professional compensation system compensates employees based on individual effectiveness, professional growth, and student academic growth.~~

**ARTICLE 61
CAREER LADDER**

The SEZP *professional* compensation system includes a teacher career ladder containing ~~five~~ *six* tiers—Provisional, Developing, Career, *Career Legacy*, Advanced, and Master—that compensates teachers commensurate with their development. ~~and impact on students.~~ It is envisioned that student outcomes will improve by creating a competitive compensation system *and an environment in our schools and across the zone that* ~~professional compensation system that will~~ attracts new high-potential *educators* ~~teachers~~ and retains our ~~best~~ *great educators* ~~performers~~ and leaders.

Provisional teachers are typically first-year teachers entering teaching directly from college.

Developing teachers are early career educators, often with one to two years of experience. There are two standard levels within the Developing tier.

Career teachers have been recognized as effective educators. Career teachers serve as role models to less-experienced educators, and proactively drive their own professional growth.

Career Legacy Teachers *are effective educators who have provided education to students for a number of years and can serve as role models to less experienced educators and proactively drive their own professional growth.*

Advanced teachers are outstanding educators who *remain in their regular assignment as a teacher or counselor with the possibility of one period/day off who* serve as school-wide models of excellence, *maintain a model classroom / environment and are available to provide support to educators who come to observe them, if desired by the observing educator.* Advanced teachers have at least five years of experience and possess deep expertise in their craft.

Master teachers are exceptional educators who serve as district-wide models of excellence. Master teachers have at least seven years of experience, *have served as an Advanced teacher for at least two years*, possess deep expertise in their craft, *have received professional training in mentoring and coaching*, and are capable of elevating the practice of already-gifted educators. *. There is a two year limit for Master teachers, at which time they must return to Advanced or Career level teachers for at least one year before returning to Master level.* Master teachers will assume additional roles and responsibilities to support *their school's and the SEZP's* improvement.

Master
SEZP salary
+\$15,000
stipend

Advanced

SEZP salary +
6,000 stipend

Career Legacy

Level 5
Level 4
Level 3
Level 2
Level 1

Career

Level 5
Level 4
Level 3
Level 2
Level 1

Developing

Level 2
Level 1

Provisional

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Career Ladder Scales

2018 – 2019 Career Ladder Scale

Level	Standard 2018-2019 (SEZP base)	ELT	2018-2019 SEZP Salary
Provisional	49,690		
Developing I	51,706		
Developing II	53,873		
Career I	55,648		
Career II	57,708		
Career III	59,614		
Career IV	61,612		
Career V	63,718		
Career Legacy I	66,052		
Career Legacy II	68,297		
Career Legacy III	70,954		
Career Legacy IV	73,722		
Career Legacy V	<i>Red Circled (RC) salary</i>		
Advanced	<i>Salary + 6,000 stipend</i>		
Master	<i>Salary +15,000</i>		

2019 - 2020 Career Ladder Scale

Level	Standard 2019-20 (SEZP Base)	ELT	2019-2020 SEZP
Provisional	\$50,684		
Developing I	\$52,740		
Developing II	\$54,951		
Career I	\$56,759		
Career II	\$58,862		
Career III	\$60,806		
Career IV	\$62,844		
Career V	\$64,993		
Career Legacy I	\$67,373		
Career Legacy II	\$69,663		
Career Legacy III	\$72,373		
Career Legacy IV	\$75,196		
Career Legacy V	<i>Red Circled (RC)</i>		

	Salary		
Advanced	<i>Salary + 6,000 stipend</i>		
Master	<i>Salary + 15,000 stipend</i>		

The Career Ladder Scale for 2020-21 and beyond shall be based on the Standard contract salary scale negotiated between the Springfield School Committee and the Springfield Education Association and the ELT salary (which shall be increased each year by the percent increase in the standard contract).

Transition to the Career Ladder for teachers currently employed under the standard contract

Whenever a current SPS teacher covered by the Standard contract transitions to the SEZP, they will be assigned to one of the tiers based on their salary placement on the Springfield Public Schools standard teacher salary schedule as of July 1 of the year that they or their school transitions to the SEZP, without regard to their rating on the end-of-year evaluation, as follows:

Standard Contract Step	Career Ladder Placement	Standard Salary	ELT	SEZP Salary
1	Provisional			
2	Developing I			
3	Developing II			
4	Career I			
5	Career II			
6	Career III			
7	Career IV			
8	Career V			
9	<i>Career Legacy I</i>			
10	<i>Career Legacy II</i>			
11	<i>Career Legacy III</i>			
12	<i>Career Legacy IV</i>			
Red circled	<i>Career Legacy V</i>			

* Also includes Career Legacy teacher, defined as a teacher whose expected compensation after a 2% increase for the current school year exceeds **\$70,000**.

In the first year that a teacher is on this new SEZP Compensation system, the teacher on the Springfield Public Schools salary schedule will be placed on the career ladder based on ~~2015-2106~~ **the** step placement they would have had under the Standard contract in that year. ~~If the career ladder level to which they are assigned has a salary less than the expected 2015-2106 current year compensation including base salary, longevity and ELT stipend, the teacher will receive the compensation amount set by the current Standard contract salary scale.~~

If a teacher is currently red circled on the standard Springfield Public Schools salary schedule and their has an current year expected 2015-16 salary plus longevity plus ELT stipend that exceeds the salary for the assigned career ladder level, though below the salary for Career Level V, they will be considered “red circled” and receive that compensation. In the following years, a “red-circled” teacher will transfer to the career ladder when his red circled salary + 2% equals or exceeds his expected FY16 compensation under the new SEZP Compensation System .

If a teacher on the Springfield Public Schools salary schedule has a salary plus longevity plus ELT salary that exceeds the salary for Career Legacy IV on the career ladder, he will be placed in “Career Legacy V”. (Career Legacy V is similar to “red-circled” in the Standard contract.)

A Career Legacy V teacher's new annual base salary will be the sum of the following components: their current year annual salary plus 2% plus ELT stipend.

~~If a teacher's placement on the career ladder will increase his salary by more than \$3,300 and less than \$5,300, the teacher will receive 50% of the increase from the FY16 expected compensation in Year 1 and the balance in Year 2. (The minimum salary will be \$49,000.) This teacher will not be eligible to advance on the career ladder until Year 3 unless the teacher receives an overall evaluation rating of "exemplary" (then movement is at the discretion of the principal.)~~

~~If a teacher's placement on the career ladder will increase his salary from expected FY 16 compensation by more than \$5,300, the teacher will receive 33% of the increase in Year 1, 66% in Year 2, and 100% in Year 3. Such a teacher will not be eligible to advance on the career ladder until Year 4 unless he receives an overall evaluation of "exemplary" (then movement is at the discretion of the principal.)~~

Placement of current SEZP teachers onto the new SEZP Career Ladder

Employees who were on Career 5 or were Career Legacy in the 2015-2016 school year shall receive a retroactive payment of 2% - \$500 for the 2016 - 2017 school year and a retroactive payment of 4.04% - \$1000 for the 2017-2018 school year. Employees who were on Career in the 2016-2017 school year shall receive a retroactive payment of 2% - \$500 for the 2017 - 2018 school year.

For employees who were on Career 5 or were Career Legacy in the 2015-2016 school year the salary to be used for placement onto the new salary scale for 2018-2019 shall be their salary as of 2015-2016 increased by 6.12%. The employee shall then be placed on the Level that is next up from that salary.

For employees who were on Career V or Career Legacy in the 2016-2017 school year the salary to be used for placement onto the new salary scale for 2018-2019 shall be their salary as of 2016-2017 increased by 4.04%. The employee shall then be placed on the Level that is next up from that salary.

For employees who were on Career V or Career Legacy in the 2017-2018 school year the salary to be used for placement onto the new salary scale for 2018-2019 shall be their salary increased by 2%. The employee shall then be placed on the Level that is next up from that salary.

In the first year that a Provisional, Developing or Career level teacher is on this new SEZP Compensation system, the teacher will be placed on the career ladder based on the career ladder placement they would have had under the old SEZP salary scale in that year.

For teachers who have a salary less than Career V on the Salary Scale and are currently red circled and their current salary plus 2% plus ELT stipend exceeds the salary for their assigned career ladder level, though below the salary for Career Legacy Level V, they will be considered "red circled" and receive that compensation. In the following years, a "red-circled" teacher transfers to the career ladder when his red circled salary + at least 2% equals his expected compensation under the new SEZP Compensation System.

A Career Legacy V teacher's new annual salary will be the sum of the following components: current year salary + 2% + difference between the old ELT stipend and the new.

The annual salary for an “Advanced” teacher will be their SEZP compensation salary plus \$6,000 stipend. Advanced teachers must possess an initial or professional license. An Advanced teacher whose appointment is terminated is ~~shortened or whose appointment expires~~ will be placed as if he or she had been on the Career Ladder.

The annual salary for a “Master” teacher will be their SEZP compensation salary plus \$15,000 stipend. Master teachers must possess ~~an initial or~~ a professional license. An appointment to a Master Teacher level is of limited duration. A teacher whose appointment is shortened or whose appointment expires will be placed as if he or she had been on the Career Ladder.

When the district commits to paying a teacher (through formal written notification from Human Resources) a certain salary in a given academic year pursuant to this professional compensation system and the teacher claims that s/he has not received the salary indicated by the district and the teacher’s position/assignment/employment status has not changed, the teacher may file a grievance regarding the alleged failure and may pursue this limited claim to arbitration. No other provision of this Article shall be subject to arbitration

Advancement on the Career Ladder

A Provisional teacher shall advance to Developing I and a Developing I teacher shall advance to Developing II annually provided that the teacher does not receive an end-of year evaluation rating of “unsatisfactory.”

A Developing II teacher shall advance to Career I and all Career level teachers shall advance a level annually provided that an end-of-year evaluation rating of “proficient” or “exemplary” is received, with “proficient” or better ratings on all four evaluation standards defined by the Commonwealth. A teacher with an overall end-of-year rating of “needs improvement” who has achieved less than “proficient” ratings on all four standards may still advance to the next level with the recommendation of the building principal and the approval of the SEZP.

A teacher who does not receive the requisite evaluation rating can appeal for a review of the evaluation to the Evaluation Committee.

If no end-of year formative or summative evaluation is completed for a teacher, the teacher shall advance to the next level.

~~A teacher with an Exemplary rating may advance on the salary scale more rapidly than described above with the recommendation of the school principal, subject to the approval of the SEZP. Any such advancement will be limited to two levels above what the performance plan would otherwise provide, provided however that a teacher may not advance to Advanced or Master status without going through the review process that applies district wide. The union shall be notified of all such advancement decisions.~~

A Developing II teacher with less than 3 years of service in the Springfield Public Schools who receives an annual overall evaluation of “Needs Improvement” and who is retained, may at the discretion of the Principal, receive a salary increase of \$1,000.

Provisional, Developing, Career, *Career Legacy*, and Advanced teachers shall not have their salary reduced based on their performance evaluation.

Based on past experience and performance, a newly-hired teacher may enter the Springfield Public Schools above the Provisional level based on a principal’s recommendation and SEZP’s approval.

Teachers eligible to apply to become Advanced and Master teachers shall be defined as teachers who: 1) have at least 5 years of experience, 2) possess ~~an initial~~ or professional license, and 3) any other criteria established by the SEZP.

An eligible teacher can apply to become an Advanced teacher through an application process.

An eligible teacher can apply to become a Master teacher through creation of an application that may include a cumulative career portfolio. The portfolio may include 1) student growth data over time; 2) endorsements from peers, parents, students, and administrators; 3) and evidence of effective instruction.

Evaluation Committee

An Evaluation Committee shall be established consisting of two members of the Springfield Education Association selected by the Union President, two representatives from the Springfield Public Schools selected by the SEZP, and one representative from a third party institution (such as a university) mutually selected by both groups.

A teacher can appeal to the Evaluation Committee for a secondary review if he or she does not receive the requisite rating for career/salary advancement. The Committee will examine the appeal and within two weeks shall make a recommendation as to whether a secondary review is warranted. *The SEZP and the SEA shall jointly* select the secondary evaluator for any case recommended for secondary review. If the secondary review results in the minimum (or better) rating required for advancement, the teacher shall immediately advance.

ARTICLE 62
EXPANDED LEARNING TIME

The Extended Learning Stipend to cover the additional hours in the base SEZP school year beyond the normal Standard contract shall be as follows:

Level	2018-2019	2019-2020
Provisional		
Developing I		
Developing II		
Career I		
Career II		
Career III		
Career IV		
Career V		
<i>Career Legacy I</i>		
<i>Career Legacy II</i>		

<i>Career Legacy III</i>		
<i>Career Legacy IV</i>		
<i>Career Legacy V</i>		

Note: 2020-2021 to be determined by Standard contract percent increase applied to 2019-2020 levels

~~Beginning with the 2015-2016 school year~~, Teachers working at a school with an extended schedule beyond the base SEZP school year shall receive stipends in the following amounts based on the *school's extended schedule*: ~~hours worked~~:

1541-1640 - **\$2,970 (99 hours @ \$30)**
 1641-1740 - **\$5,970 (199 hours @ \$30)**
 1741-1850 **\$9,270 (309 hours @ \$30)**

Total teacher hours during the normal school day for the year shall not exceed 1,850 hours, *including* functions outside the normal school day, such as parent meetings, after-school functions and other similar activities.

These stipend compensation amounts shall be included in base pay, or otherwise considered as part of the teacher's annualized salary, for retirement purposes.

ARTICLE 63 **STIPENDS FOR LEADERSHIP AND OTHER ROLES**

In the first year that a school is in the SEZP stipends defined in the Standard contract, including but not limited to rates for Critical Need, Department Chair, and Lunch Coverage, shall continue at the existing annual dollar amounts and be assigned to teachers. *Advanced and* Master teachers shall not be eligible for a Critical Need stipend.

Commencing with the second year that a school is in the SEZP, stipend roles and amounts for extra responsibilities including extracurricular activities ~~summer programs~~, and leadership roles shall be determined at the school level or, where appropriate, SEZP level. *To ensure transparency, the principal shall place the stipend positions and amounts on the agenda of a TLT meeting and a full faculty meeting for information before the end of each school year. When a stipend position is developed during the school year, for that school year, the principal shall notify the TLT and full faculty at a meeting as soon as possible.* Any school level roles and stipends shall be posted publicly *in the school and emailed to the faculty fifteen school days prior to being filled. All such stipends must be approved by the SEZP after discussion with the SEA.*

To the extent permitted by law, all payments and stipends for additional work or duties, including payments for expanded learning time, may be considered a part of the member's annual salary and shall be credited for retirement purposes. Annually, on a school by school basis the parties will execute a Memorandum of Understanding memorializing the stipends, positions, duties and amounts for that particular school year. Such stipends, positions, duties, and amounts are hereby incorporated by reference into the collective bargaining agreement solely for retirement purposes. The SEZP retains all discretion to create, eliminate, or modify stipends, positions, duties, and amounts at any point *prior to the transfer process each year*. The School Committee makes no warranties as to whether the Retirement Board will include these amounts for purposes of retirement computations.

Stipend roles for teachers shall be one year in duration.

ARTICLE 65
OTHER COMPENSATION

If the school Principal determines that the payment of additional compensation (in the form of stipends ~~or honoraria~~) to a bargaining unit member is necessary to better serve the needs of the students and the SEZP supports such action, the SEZP shall notify the Association and may authorize the additional payment following the notification. Circumstances that may make such compensation appropriate include but are not limited to rewarding teachers for: exceptional performance; assumption of additional duties; assignment to a hard to fill position; work in a particularly challenging assignment; and retaining teachers in the employment of the Springfield Public Schools. The SEZP retains final discretion over the implementation of any additional compensation.

LONGEVITY

Upon completion of fifteen (15) cumulative years of creditable service in the Springfield Public Schools in Unit A (SEA), any licensed teacher or other persons covered by this agreement will be compensated an annual longevity differential of \$1,000 (15 Year Longevity).

Upon completion of twenty (20) cumulative years of creditable service in the Springfield Public Schools in Unit A (SEA), any licensed teacher or other persons covered by this agreement will be compensated an annual longevity differential of \$1,500 (20 Year Longevity).

Upon completion of twenty-five (25) cumulative years of creditable service in the Springfield Public Schools in Unit A (SEA), any licensed teacher or other persons covered by this agreement will be compensated an annual longevity differential of \$2,000 (25 Year Longevity).

At no point will a bargaining unit member be eligible to receive more than one of the above longevity differentials at the same time.

For the purposes of determining longevity, ordinary periods of absence shall be included in computing amount of creditable service. Periods of absence on unpaid leave shall not be included in such service computation.