

Teacher Compensation Plan Guidelines
(Revision April 3, 2024)

1. Effective beginning with the 2024-25 School Year, there are **two Salary Scales** for teachers based on years of experience, education, and licensure. See attached for current scales.
 - a. **Licensed Salary Scale** for fully licensed teachers (including Resident Educator, Out of State, and lapsed licenses).
 - b. **Substitute License Salary Scale** for teachers with a substitute teaching license (1yr or 5yr).
2. **Part-time** employees receive credit for a full year of teaching experience working within the IG's as an educator even if they work less than 40 hours a week during that full year.
 - a. **Partial Years** Employees who start with the IG's late in the year (after the start of school) will receive a full year of teaching credit if they started before Spring Break. Employees starting after Spring Break will begin the next year as a "new employee" in terms of years of experience with the IG's. Partial years outside the organization are not counted as a full year of prior experience and no credit is given.
 - b. All employees who start late and/or missed the beginning of the year trainings will be notified upon hire (and in their letter of hire) that they must attend new teacher training days the following August.
4. Employees who have either (i) an **Out of State** license, (ii) a **lapsed full teaching license** or (iii) are eligible and in the process of obtaining their full teaching license and have completed all requirements, will start on the Licensed Salary Scale (not the substitute license scale) and will be given **90 calendar days** from the start of the school year to obtain full licensure.
 - a. They must have a valid Ohio substitute license for day one of work.
 - b. If they do not obtain their full Ohio teaching license within the 90-day period, they will receive a \$2,000 deduction to their salary retroactive to the beginning of the year. Their new salary will be recalculated to include this deduction and applied to the remainder of the payments of the relevant school year. In addition, this revised base salary will be the basis for calculating their salary for any subsequent school year unless and until they obtain full licensure. For staff hired prior to FY25, the licensure deduction will be \$1000 in 2024-25 but otherwise applied on the same terms as provided above.
 - c. If they obtain full licensure at any time the year, their salary will return to the licensed scale, and they will be paid back retroactively (made whole) from the beginning of the school year.
 - d. If an application is in process and they are waiting on something outside of their control, we will have some flexibility and discretion in the application of the 90-day rule depending upon individual circumstances.

5. **Years of prior teaching experience are defined as**
 - a. Counted:
 - i. Serving as the full-time “teacher of record” for a full school year (full-time position if co-teaching, etc.).
 - ii. Full-time Admin experience for student-facing/instructional roles (i.e. Assistant Principal, Principal, instructional coaching) for a full school year.
 - iii. Full time Pre-K teaching for a full school year as the lead teacher of a classroom with planning and other responsibilities similar to a “teacher of record” (not an aide).
 - iv. Working as a full-time teaching contractor for the IG’s will be counted as a year of teaching experience with the model.
 - b. Not counted:
 - i. Partial or part-time teaching years outside the organization.
 - ii. Substitute teaching (short- or long-term or working as a maternity sub).
 - iii. Working as a para/aide in a classroom or school.
 - iv. Tutoring.
 - v. Student teaching.
6. **Additional Counted Prior Experience:** For those fully licensed teachers who have taught at the IGs, **left and returned**, qualified full-time years of teaching during the away period may be counted and added to years of any prior experience for purposes of calculating the appropriate starting scale upon return to the IG’s up to a maximum of 7 years when combined with any other qualified prior teaching experience, bringing the returning employee in at the top of the Starting Salary Scale. If they already had 7 or more years of qualified prior experience at the time they originally joined the IG’s, any interim years away from the model will not be counted. If they had less than 7 years prior to starting teaching at the IGs, their interim years away from the model will count, up to the maximum of 7 total years of experience prior and in between IG employment. For this adjustment period, all years (prior and interim) will be used to calculate *prior experience* only for purposes of determining the appropriate starting salary on the scale upon return. Any interim years, however, would not be added to or counted as teaching years with the IG’s for this purpose.
7. A \$3,000 bump for obtaining a **master’s degree** while employed at the IG’s.
8. There will be a \$3,000 bump when entering into a **5th year** of teaching at the IG’s.
9. Those on a **performance improvement plan** will not receive any increase in salary (as is the case with the current Compensation Plan).
10. Someone hired on the Sublicense Salary Scale who **obtains their full teaching license** during the school year before December 31st, will be recalculated on the Licensed Salary Scale utilizing the same number of years of full-time teaching years with the IG’s and any qualified prior teaching experience used to determine their place on the Sublicense Salary Scale and paid retroactively on the higher scale for that entire school year. If they obtain their license after January 1st, they will move to the Licensed Salary Scale for the remainder of that school year with no retroactive increase.