



# Holyoke Public Schools Professional Compensation System

Recognizing and rewarding great teachers

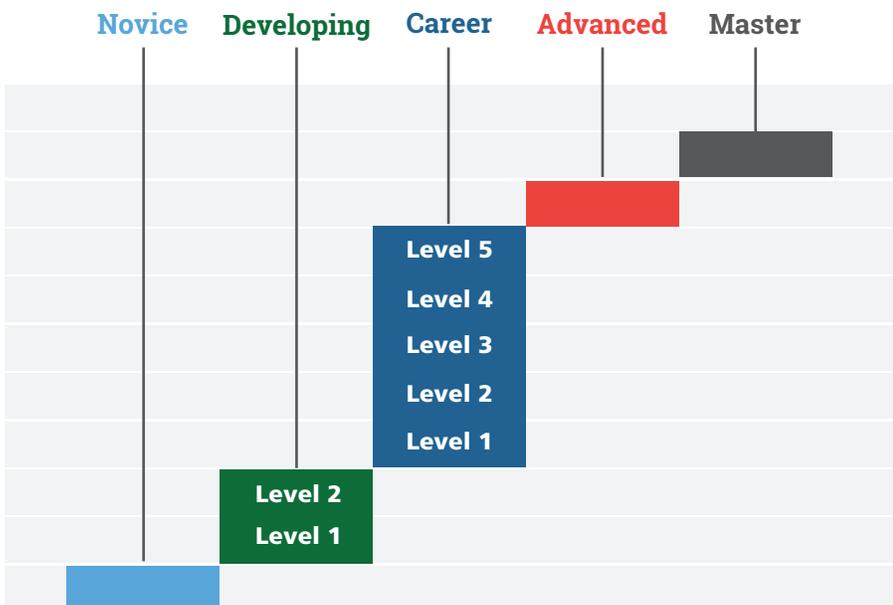


## Great teaching is critical to our turnaround work in Holyoke Public Schools

In classrooms across the district, teachers guide students to learn actively, think boldly, and achieve to their highest potential. In an effort to create a thriving learning community in our schools, we've made a long term commitment to Holyoke educators through a professional compensation system. The system is designed to retain and attract great teachers while creating incentives for teachers to deepen their impact on Holyoke students. In order to produce these results, we are implementing a professional compensation system that will promote additional professional development and increased student contact hours.

### How does the new system work?

To honor the work of great teachers, the new system rewards individual effectiveness, professional growth, and student academic growth. The compensation system includes a teacher career ladder containing five tiers—Novice, Developing, Career, Advanced, and Master—that compensates teachers commensurate with their development and impact on students. With this new professional compensation system, we will retain and attract the best educators and leaders, who are having the greatest impact on student achievement. Beginning in SY 17-18, teachers receiving proficient or exemplary end of year ratings will automatically advance to the next level on the career ladder.



## Key Facts

**100%**

of teachers will receive a larger increase than they would have under the old system

**\$4,251**

Average salary increase for PreK-8 teachers in SY16-17

**\$2,695**

Average salary increase for high school teachers in SY16-17

**\$85,000**

New maximum salary for HPS teachers beginning in SY17-18

**\$250,000**

Increase in potential lifetime earnings under the new system

**7 Years**

Amount of time for an exemplary teacher to reach the top of the career pay ladder

**5 Years**

Teaching experience required for a teacher to apply for Master teacher level

### For More Information

Please direct questions to  
Beth Gage, HPS Chief Talent Officer  
at 413-534-2000 ext 224

### What does it mean for me?

Every HPS teacher will receive a larger salary increase this fall than they would have under the old system. In addition, teachers will have the opportunity to reach the top pay levels faster than ever before, based on their professionalism and effectiveness in the classroom. The system also results in a maximum salary of \$85,000, representing a significant increase from the current maximum salary of \$77,116.

### Are there maximum pay increases?

Some teachers will receive very significant pay increases under the new system. In SY16-17, the maximum raise is \$5,000 for PreK-8 teachers and \$4,000 for high school teachers. If a teacher is due to receive a raise in SY16-17 that is greater than the maximum raise, the balance of the raise will be paid in SY17-18.

### What if my 2016-2017 salary exceeds the career pay scale?

A PreK-8 teacher whose 2016-2017 base salary exceeds \$69,000 or a high school teacher whose base salary exceeds \$66,000 will be identified as a Career Legacy teacher. For the 2016-2017 school year, a Career Legacy teacher's new base salary will be the sum of the following components: 1) 2016-2017 "step and lane" salary; 2) 2016-2017 longevity payment; and 3) an additional \$2,000 if he or she is a PreK-8 teacher or an additional \$1,000 if he or she is a high school teacher. Beginning with the 2016-2017 school year, a teacher who is receiving longevity pay will have that amount rolled into his or her base salary.

## Meet the Teachers



**Amanda**  
Developing Level I

**Current Pay** | **\$41,042**

**SY16-17 Pay**  
(Old System) | **\$42,403**

**SY16-17 Pay**  
(New System) | **\$47,403**

**SY17-18 Pay**  
(New System) | **\$49,000**

**SY18-19 Pay**  
(New System) | **\$54,000**

Amanda was a student teacher at HPS while she was working towards her master's degree at Mount Holyoke College. In her first year in the district, Amanda shows great teaching potential. She uses data to individualize instruction to her students' needs and her creative lessons lead to high levels of student engagement. As a 1st grade teacher, she's making \$41,042 under the old system and it would take her 25 years to receive top pay. Under the new system she will make \$47,403 next year and she could reach the top career pay level in as little as 7 years.



**Luis**  
Career Level III

**Current Pay** | **\$51,757**

**SY16-17 Pay**  
(Old System) | **\$56,940**

**SY16-17 Pay**  
(New System) | **\$61,940**

**SY17-18 Pay**  
(New System) | **\$66,000**

**SY18-19 Pay**  
(New System) | **\$69,000**

Luis is a 4th grade teacher and a graduate of Holyoke schools. He has a bachelor's degree and is currently on step 8 of the old system. This year, he's making \$51,757 and next year he would have made \$56,940 under the old system. With the new compensation system, he will make \$61,940 next year. He's recognized as a leader in his school and in his community, is a strong mentor for new teachers, and he's a key member of his school's instructional leadership team, a position through which he is also eligible to receive an additional school-level stipend. In previous years, his exemplary performance review rating had no impact on his salary. Under the new system, he has the potential to advance quickly and earn more throughout his career.



**Juliette**  
Career Legacy

**Current Pay** | **\$66,175**

**SY16-17 Pay**  
(Old System) | **\$66,175**

**SY16-17 Pay**  
(New System) | **\$67,175**

**SY17-18 Pay**  
(New System) | **\$68,175**

**SY18-19 Pay**  
(New System) | **\$69,175**

Juliette has taught high school history in Holyoke for 28 years. She loves teaching and consistently seeks opportunities to improve the strategies she uses with students. Many Holyoke graduates recognize Juliette's U.S. History Course as a highlight of their high school experience, and she's begun to contemplate how she can expand her impact in HPS by serving as a coach and mentor for newer teachers. Under the old system, Juliette has reached her maximum compensation at \$66,175. As a district-wide model of excellence, Juliette is eligible to apply to serve as an Advanced or Master teacher in the new system and could earn as much as \$85,000.