

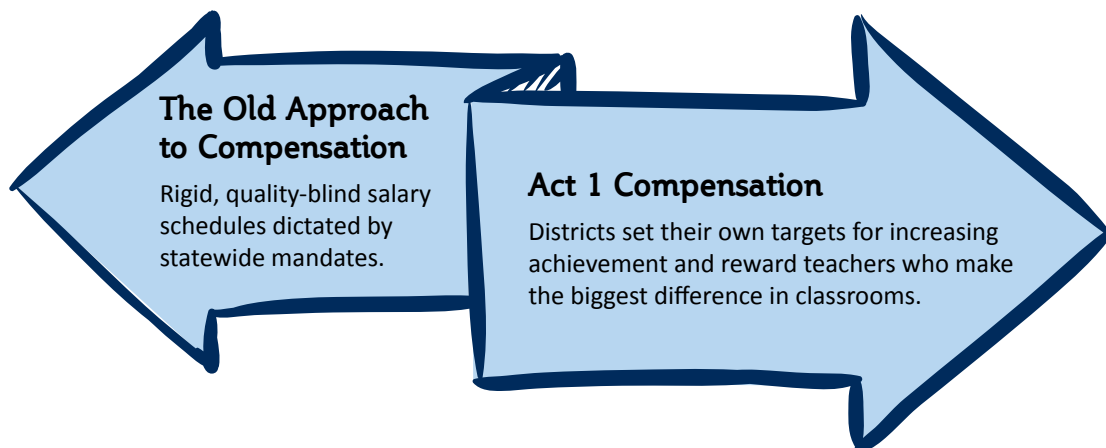
Louisiana Believes

ACT 1 COMPENSATION GUIDELINES

Recognizing Excellent Educators

If Louisiana believes that all students can achieve, then we must believe in the adults who work with them every day. Act 1 gives districts the power to build compensation systems that recognize and reward our best teachers, those who have the biggest impact on student learning. Compensation can encourage them to stay in the classroom longer with the students who need them most.

Today, outdated salary rules only allow districts to award raises for seniority and academic credentials, no matter how well teachers do their jobs. Teachers currently can't get a raise when they do great work—something people can expect in almost any other profession. Act 1 is about giving districts the power to build compensation systems that will keep great teachers in the classroom longer, and where they are most needed.



Every district will design a system that helps attract and keep the right teachers for their community. By law, new compensation systems will be based on a combination of three factors: **effectiveness, experience and demand**.

- **Effectiveness** will be defined as a teacher's summative Compass rating.
- **Experience** will be defined by the district and may take years of relevant work experience into account in addition to years of classroom experience.
- **Demand** will be defined by each district and may change from year to year, due to each district's unique needs. Districts may choose to reward teachers – typically through a stipend – who are willing to teach in hard to staff or priority schools, who hold a specific certification or advanced degree, who teach in rigorous subject areas, or who meet additional local demand factors.

Act 1 Compensation Reform: Frequently Asked Questions

Has the Department of Education established a new salary schedule?

The Department of Education will not create a salary schedule for districts. The LDOE has provided districts with optional, financially sustainable models intended to help districts identify ways that new compensation systems can reward great teaching, while also remaining financially sustainable over time. Districts can choose whether to use these models, adapt these models or develop their own models.

How will I know what my salary will be next year?

Each district must publish their new salary system. The exact time at which the new system is published will vary from district to district. Because each district will consider several factors – not just years of experience and advanced degrees – the salary schedule may look different from the grid that has been used in past years. If you have questions about your salary, contact your district’s Human Resources office.

Will my salary decrease as a result of Act 1?

Teachers’ salaries cannot be decreased from year to year. Act 1 applies only to pay increases. Stipends are not part of a teacher’s salary and may be given or not given from year to year.

How will Compass evaluation ratings be used?

By law, Compass ratings will be used as the effectiveness component of the new salary system. Only teachers rated Highly Effective, Effective: Proficient, or Effective: Emerging may receive a pay increase of any kind and districts will determine what these pay increases look like. A teacher rated Ineffective will not receive a pay increase of any kind.

How will experience and education level be factored in to the new systems?

No one of the three factors (effectiveness, experience, demand) can account for more than 50% of a district’s compensation system. Districts, however, have the power to determine how each factor is weighted in its model so that the new compensation system rewards local priorities. Districts will also decide whether or not to compensate teachers for earning advanced degrees. They can do this through the demand criteria.

How will newer teachers be treated differently than veteran teachers?

Districts will pay teachers for what matters most – helping students learn. All teachers can be rewarded for their performance in the classroom, whether they are veteran teachers or newer in their careers. Under Act 1, teachers will also see pay increases available for their experience and demand.

How is my district going to afford this?

Act 1 requires no new dollars and can be sustainable in the long-term. The Department understands that many districts are operating under stable budgets. Act 1 gives districts the freedom to spend their dollars rewarding teachers on the priorities most important to the community.

Our teachers deserve better. They don’t enter the profession for financial rewards, but they still deserve to be recognized for their hard work and accomplishments.