



## Iowa Teacher Leadership and Compensation System Key Concepts and Cost Estimates

**The most effective way to impact student achievement is to have a quality instructor in every classroom.**

### **Strategic investment and targeting of finite resources:**

- Target resources to have the largest impact.
- Attract the best candidates into the profession by raising minimum salary.
- Keep our best teachers in the classroom and in the profession.
- Provide opportunity for professional growth, leadership and additional compensation for Iowa's most effective teachers.
- Target resources for high needs schools.
- Local decision making on how to best spend state resources to meet program goals.

### **Feasibility and Funding:**

- Funding provided to all districts to implement the system, either individually or as a partner with an AEA or with another district.
- Districts will receive equitable funding on a per pupil basis (approximately \$314 per pupil).

**Compensation:** Amounts and percentages serve as the default plan (and required minimums), but districts could adjust amounts upward.

- New Minimum Salary: \$35,000.
- Model: \$2,000 supplement to 10% of teachers.
- Mentor: \$5,000 supplement to 10% of teachers.
- Lead: \$10,000 supplement to 5% of teachers.

**Teaching Load:** Teacher leaders will have a direct impact on instruction for a broader number of students by co-teaching, demonstration, coaching, modeling and providing targeted instruction to students with the greatest needs.

**Local Spending Decisions Key:** Districts may take a variety of approaches to implement this system. The required minimum system must be met. Costs include multiple funding components determined locally.

- Funds must be spent on Teacher Leadership and Compensation System. Examples include increasing percentages of teachers in pathways or increasing stipend amounts.
- Approximately two-thirds of funding available for local decision making.
- Coverage cost for reduced teaching load.



## Iowa Teacher Leadership and Compensation System Key Concepts and Cost Estimates

**No property tax impact:** The teacher leadership and compensation system will not have a property tax impact. This program will be integrated as a separate state aid categorical roll-in. This funding will be property tax neutral similar to the current teacher salary supplement.

**Increase minimum salary:** Initial teachers and current career teachers below the new minimum will receive a salary increase. This does not require a district to increase its base salary and does not require an increase to the entire salary schedule. Districts can simply move the affected teachers to a higher step on the existing salary schedule that is commensurate with the new minimum.

**Extra Days:** This system creates leadership roles that come with increased responsibility and additional contract days: 5 additional days for resident year teachers, 5 additional days for model teachers, 10 additional days for mentor teachers, and 15 additional days for lead teachers.

**Compatibility with Current Contracts:** The Department of Education encourages districts to use the pathways system as an opportunity for innovation. However, all districts could keep their current salary schedule and integrate the pathways.

**Payment:** Leadership pathways compensation would be paid as a stipend, similar to extracurricular activities such as coaching, club sponsorship and fine arts contracts as examples.

**Benefits:** Cost model includes IPERS and FICA contributions at 16.32%.

**High Needs School Supplement:** \$10 million annually. These stipends will be paid separately from the leadership pathways.



Iowa Teacher Leadership and Compensation System  
Key Concepts and Cost Estimates



**Iowa Teacher Leadership and Compensation Impact**  
Source: 2011-12 Fall BEDS Staff Collection

	Teacher Leadership Pathways			Total Funding
	Num of Teachers	Percent Teaching Force Impact	Percent Pathways Funding	
Minimum Teacher Salary	2,036	6%	4%	5,488,254
Leadership Pathways	8,300	25%	31%	46,334,909
Locally Determined (ie, coverage amounts, increase % in pathways, increased stipends)			64%	96,676,837
Technical Assistance and Support			1%	1,500,000
<b>Pathways and Compensation Subtotal</b>			<b>100%</b>	<b>150,000,000</b>

  

	High Needs Stipends		Total Funding
	Num of Teachers	Percent Teaching Force Impact	
High Needs Stipends	2,092	6%	10,000,000
<b>Grand Total</b>	<b>12,428</b>	<b>37%</b>	<b>160,000,000</b>