



# BERLIN AREA SCHOOL DISTRICT COMPENSATION PLAN

The Berlin Area School District recently approved a new compensation plan for professional staff members. Our school district developed this compensation model to allow our teachers to focus on quality teaching and learning coupled with quality student outcomes aligned to both academics and social-emotional wellness.

## ANNUAL SALARY INCREASES

Professional staff who receive an effective or higher rating will receive an increase to their annual base salary.

Future base salary adjustments will be reviewed by the school board on a yearly basis. Base salary increases will be applied equally to all professional staff members.

Years 2-9	Years 10+
+ \$500 annually	+ \$1000 annually

## LONGEVITY BONUS

- Longevity Bonuses after the completion of years 3, 6, 9 and 12 are paid as a one-time stipend over the following three years.
- Longevity Bonuses after the completion of year 15, 20, 25 and 30 are added to the professional staff member's Base Salary.

Year Completed	Total Amount of Bonus	Payment Breakdown
Year 3	\$2,250	Year 4: \$750 Year 5: \$750 Year 6: \$750
Year 6	\$2,250	Year 7: \$750 Year 8: \$750 Year 9: \$750
Year 9	\$2,500	Year 10: \$750 Year 11: \$750 Year 12: \$1000
Year 12	\$3,000	Year 13: \$1000 Year 14: \$1000 Year 15: \$1000
Year 15	\$2,000	+\$2,000 to Base Salary
Year 20	\$2,000	+\$2,000 to Base Salary
Year 25	\$2,000	+\$2,000 to Base Salary
Year 30	\$2,000	+\$2,000 to Base Salary

## \$110,000 IN LONGEVITY BONUSES

The total Longevity Bonus for years 1-15 is \$10,000.

Year	Bonus Amount	Total
Year 3	\$2,250	\$2,250
Year 6	\$2,250	\$4,500
Year 9	\$2,500	\$7,000
Year 12	\$3,000	\$10,000

The total Longevity Bonus for years 15, 20, 25, and 30 is a total of \$100,000 in addition to the annual raises.

Year	Bonus Amount	Total
Year 15	\$2,000 x 20 years	\$40,000
Year 20	\$2,000 x 15 years	\$30,000
Year 25	\$2,000 x 10 years	\$20,000
Year 30	\$2,000 x 5 years	\$10,000
	Total	= \$100,000

The final total of Longevity Bonuses for years 0-35 would result in \$110,000 in additional compensation above the annual salary, including raises.

Years	Bonus Amount
1-15	\$10,000
15-35	\$100,000
<b>Total</b>	<b>\$110,000</b>

\*\$10,000 Longevity Bonus amount based on a 35-year teacher.