

Some Funding Alternatives to the Traditional Steps and Lanes Approach to Teacher Compensation

Minnesota Q-Comp

- Voluntary program enacted July 2005 allowing districts to design new pay plans. Participating districts receive up to \$260 more per student
- 60 of 519 districts and 62 of 146 charter schools representing 32% of all students are participating
- Salary steps changed to “career increments”; lanes changed to “professional growth credit lanes”
- Plans must meet five components of the law:
 - Career ladder or teacher advancement option
 - Job-embedded professional development linked to student achievement goals
 - Professional evaluations
 - Performance pay
 - Alternative salary schedules
- <http://education.state.mn.us/MDE/SchSup/QComp/>

Toledo Ohio, Toledo Review and Alternative Compensation System (TRACS)

- Developed in 2001 by the Toledo Public Schools and Toledo Federation of Teachers and initiated in 2002/03 school year. TRACS provides incentives to teachers for working collaboratively, assuming additional responsibilities, filling hard-to-staff placements, and serving as instructional leaders.
- Three TRACS
 - TRAC A – Professional development modules may result in 5% above base pay
 - TRAC B – School performance improvement may result in 10% above base pay
 - TRAC C – Teacher incentives for performance, additional responsibilities, NBPTS cert., hard to fill positions, at least five yrs. experience, etc. may result in 15% above base pay
- http://cecr.ed.gov/initiatives/maps/pdfs/CECR_OH_Toledo.pdf and <http://www.tft250.org/Tracs2.pdf>

Arizona Career Ladder

- Participation includes: 28 of 200 districts, 31% of all students, 40% of state’s teachers
- First started in 1985/86 with fourteen districts phased in; fourteen more from 1992-1994
- No new funding since 1994
- Participation by teachers is voluntary, but must be in a career ladder district; plans must meet minimum requirements in law
- Teachers advance based on their level of skill attainment and student academic progress
- <http://www.azed.gov/highly-qualified-professionals/Arizona-career-ladder>

Iowa Education Reform and Teacher Career Ladder

- Based on new legislation passed during the 2013 legislative session
- Participating districts will receive about \$300 more per student; total of \$160 million to implement by year 2018
- Components includes: leadership, minimum salary raise, online learning, competency-based, flexibility
- <http://educateiowa.gov>