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.

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.

Estimated Full Implementation of Iowa Teacher Leadership and Compensation
Source: 2011-12 Fall BEDS Staff Collection

	$35,000 Minimum Teacher Salary Impact			
Minimum Teacher Salary	Num of Teachers	Salary Cost	FICA/IPERS	Total
Existing Full-Time Teachers Below Minimum	883	3,023,049	493,362	3,516,411
Initial Teachers Below Minimum	1,153	1,695,188	276,655	1,971,843
Subtotal	2,036	4,718,237	770,017	5,488,254

	Leadership Pathway Cost Impact			
Leadership Pathways	Num of Teachers	Salary Cost	FICA/IPERS	Total
Model Teachers	3,320	6,639,000	1,083,485	7,722,485
Mentor Teachers	3,320	16,597,500	2,708,712	19,306,212
Lead Teachers	1,660	16,597,500	2,708,712	19,306,212
Subtotal	8,300	39,834,000	6,500,909	46,334,909
Total Required Minimums	**10,336**	**44,552,237**	**7,270,926**	**51,823,163**

	Total
Locally Determined (ie, coverage amounts, increase % in pathways, increased stipends)	96,676,837
Technical Assistance and Support	1,500,000
Pathways and Compensation Total	**150,000,000**

	Num of Teachers	Salary Cost	FICA/IPERS	Total
High Needs Schools Stipends	2,092	8,368,000	1,632,000	10,000,000

	Total
Grand Total	**160,000,000**

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

	Teacher Leadership Pathways			
	Num of Teachers	Percent Teaching Force Impact	Percent Pathways Funding	Total 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
Pathways and Compensation Subtotal			**100%**	**150,000,000**

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