

Factors in Determining ProComp Compensation in 2006-2007



- 1. University credits earned since last lane advancement
- 2. Master's degree, licenses or certifications
- 3. Working in Hard-to-Serve school (bonus only)
- 4. Working in a Hard-to-Staff assignment (bonus only)

Step 1 — Computing Salary Increase for University Credits

- Obtain your most recent and official university transcript(s).
- If you have more than 30 qualifying semester credits, apply for a lane change. Any remaining semester credits will be handled as described below.
- If you have up to 30 qualifying semester credits remaining, they may be used to increase your initial salary under ProComp. You may not re-use semester credits that have already been applied for a lane change or to qualify you for an assignment.
- Determine your current step placement (Step 1-Step 13).
- Multiply the number of semester credits you have by the value per credit for your step (see Table 1).
- If you work part-time, the value is pro-rated based on the percent of full work week you work.

Example: You are on step 4 and have 18 credits.

Total Value: 18 credits x \$91.50 = \$1647.00 to be added to your base salary.

Enter your personal data here: Step level _____

Number of credits _____ x value per credit \$ _____ x percent of time worked _____ % = \$ _____ Total from Step 1.

Step 2 - Computing Salary Increase for Master's or Earning Licenses and Certifications

- Determine whether you earned a Master's degree after reaching the BA+60 lane.
- Determine whether you have any of the eligible certificates and licenses (see Table 2).
- If you work full time, the value of the Master's degree or license/certificate is \$2997.00.
- If you work part-time, the value is pro-rated based on the percent of full work week that you work.

Enter your personal data here:

A=Value of master's degree \$ _____ B=Value of license/certificate \$ _____

A+B = Total value of masters/license/certificate \$ _____ X _____ % of time worked = \$ _____ Total from Step 2.

Step 3 – Computing Market Incentive Bonus (Hard-to-Serve schools and Hard-to-Staff positions)

- Determine whether you work in a hard-to-serve school (see Table 3)
- Determine whether you work in a hard-to-staff assignment. These include ELA-S, Special Education Center Assignments, middle school math, speech language pathologist, school psychologist. (See bottom of back page for eligibility details)
- Make sure you are NCLB qualified for your assignment
- Determine whether you work full-time. If part-time, determine the percentage of a 40-hour week that you work.
- Give yourself \$999 for each hard-to-serve or hard-to-staff assignment (or a percentage thereof)

Enter your personal data here:

Hard-to serve school assignment _____ = \$ _____

Hard to staff assignment _____ = \$ _____

Additional hard-to-staff assignment _____ = \$ _____

Total from Step 3 above = \$ _____

Step 4 – Total Amount Due

Total the amounts in Step 1, 2, and 3 for your estimated increased compensation. \$ _____

This amount will be fully pensionable and paid out in monthly increments.

For those who opt into ProComp for the 2006-2007 contract year, salary increases and bonuses will be effective in September 2006.

Table 1: Value of University Credits per Step

1	2	3	4	5	6	7	8	9	10	11	12	13
\$78	\$82.50	\$87	\$91.50	\$96	\$100.50	\$105	\$109.50	\$114	\$118.50	\$123	\$127.50	\$132