



Master's, Advanced and Doctoral Degree Pay Proposal

David Neter, Chief Business Officer
AJ Muttillo, Assistant Superintendent for Human Resources

Board Work Session
March 21, 2023

Desired Outcomes

Board members will gain a deeper understanding of:

- Changes made by lawmakers in 2013 to impact the number of public school employees paid for relevant master's, advanced or doctoral degrees;
- Roles and numbers of WCPSS employees currently paid for these relevant degrees;
- A new proposal to pay remaining employees for relevant master's and higher degrees beginning July 1; and
- Next steps for approval and implementation of the proposal.

Overview of state changes

- **August 1, 2013** - Lawmakers eliminate pay for relevant master's degrees, advanced certifications, and doctorate degrees for public school employees who have not completed at least one course toward the degree prior to August 1, 2013.
- Employees who were already paid for relevant degrees retained this pay.
- As a result, employees with comparable years of experience who hold similar degrees and do the same work are paid differently.

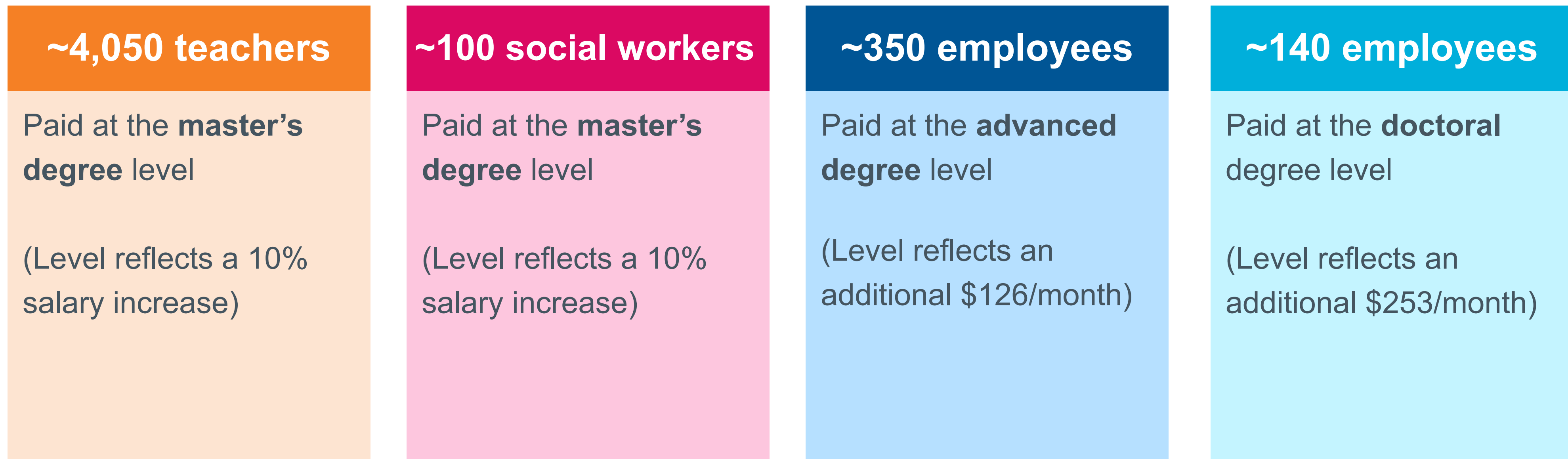
Defining relevant degrees

DPI currently approves paying employees at the master's or other advanced degree level when:

- The master's or higher degree is from a regionally accredited Institution of Higher Education (IHE);
- The master's or higher degree is in an education or subject area directly related to an existing area of licensure and current teaching assignment or instructional support responsibilities;
- The employee's assignment for the majority (50% or more) of the school day is in the area for which the master's or higher degree applies; and
- The employee completed at least one course prior to August 1, 2013 for the degree earned at the master's, six-year, or doctoral degree level.

Employees paid on relevant degrees

WCPSS currently pays **5,439 employees** at the master's, advanced or doctoral degree levels:



2022-23 Teacher and Certified Staff Salary Schedules

New pay proposal for master's and higher degrees

Proposal: Allocate \$4.4 million in available recurring funding to pay employees who missed the state deadline for their relevant master's, advanced, and doctoral degrees beginning July 1, 2023

- Proposal would impact an estimated **650 employees** including:
 - Teachers
 - Social Workers
 - Speech Language Pathologists*
 - Audiologists*
 - Guidance Counselors*
 - Psychologists*

**Additional pay to be provided for advanced or doctoral degrees only as master's degrees are required and currently paid for these positions*

Next steps

Pending Board approval, staff will communicate change with internal and external audiences, and establish and implement processes for identifying eligible employees, reporting relevant degrees to HR, and internal review and approval of relevant degrees leading up to the effective date of July 1, 2023.



Board approval

Approval tonight enables staff to move forward with communication and implementation efforts.



Identification and Application

Identification of eligible employees and creation of application process in which employees report relevant degrees to HR for review.



Communication

For principals and all staff, with targeted communications for impacted employees. External communications via recruitment marketing efforts.



Review and Implementation

HR to establish and implement ongoing review process to pay eligible employees for relevant master's and higher degrees. Pay to be effective beginning on July 1, 2023.