

# Teacher Productivity Model


Alpine School District - Rob Smith  
21 October 2019



# History of **PRODUCTIVITY** initiatives in Alpine

- Moratorium on buildings in 1980's
- High levels of forecasted growth in 1980's - 12,000 new students in decade
- Explored national options & implemented pilots
  - **Junior High School pilot** - American Fork Junior High, teaching during prep and increasing class size (1984-85)
  - **Elementary year-round pilot** - Orchard Elementary in Orem, 5-track schedule (1985-86)
    - 4 tracks in session/1 track off; all students off in July
    - 3 additional elementary schools piloted this model
  - **Elementary extended-day model**, Highland Elementary & Northridge Elementary (Orem)
    - Patterned after Club Heights Elementary in Ogden
    - 3.5 hours with core subjects (math, reading, spelling, writing & social studies)
    - Half student body attends from 8:00 or 8:15am until 2:00 or 2:15pm, other half from 9:15 or 9:30am until 3:15 or 3:30pm

# Pilot modified to ASD extended-day model

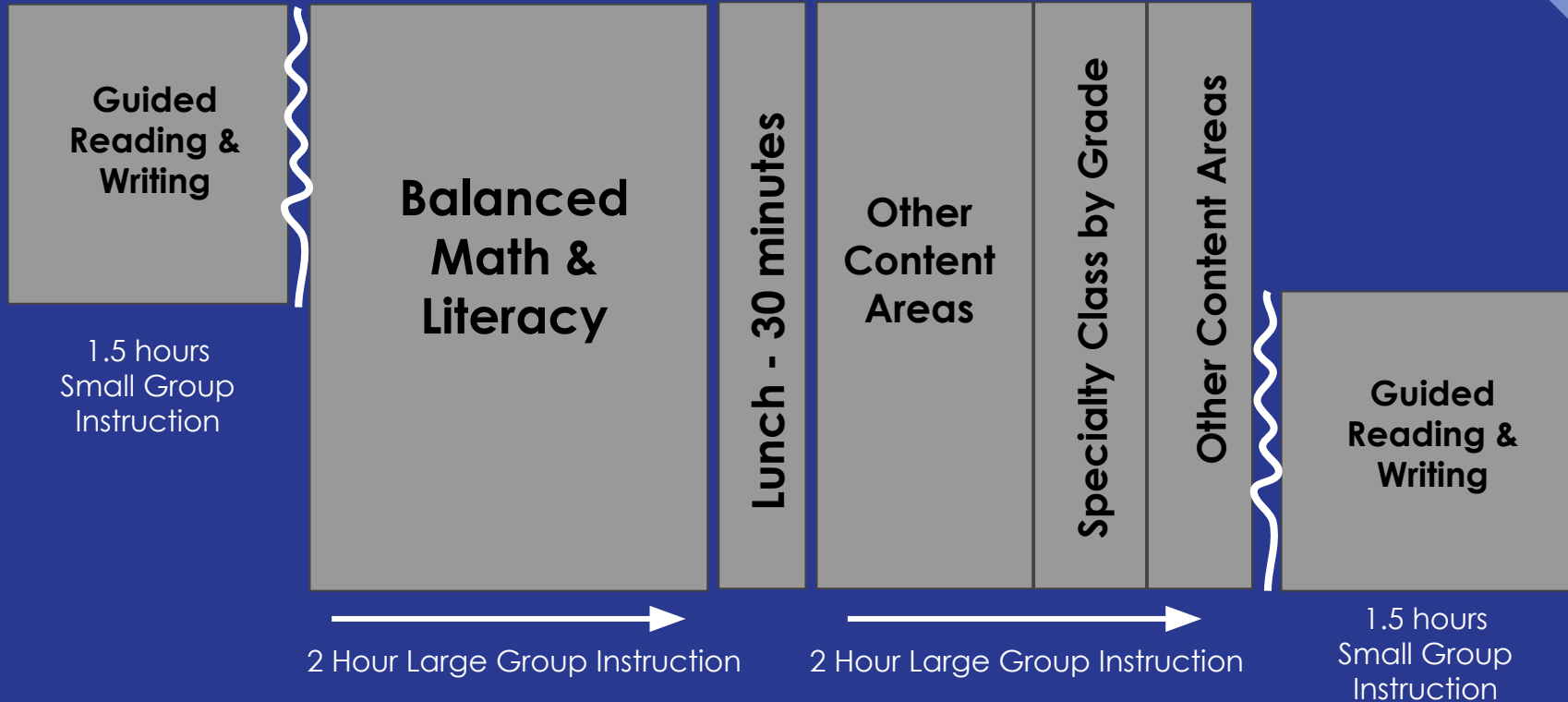
- Academic and economic results measured and pilot evaluated
  - External evaluator selected to evaluate - Van Mondfrans - BYU
    - USBE made funds available in 1988 for study
    - Internal study also conducted
  - Academic results noted no material change between two extended models
    - Some evidence suggested that students on extended model had greater gains or smaller losses as compared to traditional ASD schools
  - Parent feedback preferred extended day model vs. year-round model
  - Teacher feedback was more positive on extended day model
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# Alpine Extended-day model (revised)

- Guidelines and expectations created for staff
  - 8 hour work day
  - ~20% increase in number of students (this has been mitigated through class size reduction efforts at the state and local level)
  - 30 minute duty-free lunch
  - Prep time during summer, after school or on weekends
  - Variations from the model requires 75% teacher support at the school
  - Elementary teachers during small group time focused on literacy and reading instruction
  - Increased compensation for teachers
    - 13.67% at Elementary
    - 23.48% at Junior High



# Modified Extended School Day - Elementary



# ASD Extended-day model (economic results)

- Economic results - significant
  - Improved utilization of facilities
  - Decreased capital cost of new buildings
  - Reduced ongoing operational costs of new facilities
  - Teachers teaching full day (8 hours) and more students
  - Savings from hiring fewer teachers (benefit costs) put into salary schedules



# FY20 Salary schedule - Bachelor Degree

## Alpine School District Teacher Salary Schedule Fiscal Year 2019-20

Step	Lane 1 - B.S. Degree							
	Lane 1	Lane 1A	Lane 1B	Lane 1C	Lane 1D	Lane 1E	Lane 1F	
	Elem (K, Traditional) Sr. High (Tch/Media)	Elementary Extended Day	Jr. High/Middle Tch 6 Periods w/ Productivity	Jr. High/Middle Tch 7 Periods w/ Productivity	Sr. High Teacher Extra Period for Half Year	Sr. High Teacher Extra Period for Full Year	Jr. High/Middle Media Specialist	
	Index	Base	+ 13.6680%	+ 7.0270%	+ 23.4749%	+ 7.14%	+ 14.29%	+ 9.1892%
1	1.00000	\$40,021	\$45,491	\$42,833	\$49,416	\$42,879	\$45,738	\$43,698
2	1.02120	\$40,869	\$46,455	\$43,741	\$50,463	\$43,788	\$46,708	\$44,625
3	1.04240	\$41,718	\$47,420	\$44,649	\$51,511	\$44,698	\$47,677	\$45,551
4	1.06366	\$42,569	\$48,387	\$45,560	\$52,561	\$45,609	\$48,650	\$46,480
5	1.10231	\$44,115	\$50,145	\$47,215	\$54,471	\$47,266	\$50,417	\$48,169
6	1.14087	\$45,659	\$51,899	\$48,867	\$56,377	\$48,920	\$52,181	\$49,854
7	1.19486	\$47,819	\$54,355	\$51,179	\$59,045	\$51,235	\$54,651	\$52,213
8	1.24893	\$49,983	\$56,815	\$53,495	\$61,717	\$53,553	\$57,124	\$54,576
9	1.30292	\$52,144	\$59,271	\$55,808	\$64,385	\$55,868	\$59,593	\$56,935
10	1.35699	\$54,308	\$61,731	\$58,124	\$67,057	\$58,187	\$62,066	\$59,298
11	1.41098	\$56,469	\$64,187	\$60,437	\$69,724	\$60,502	\$64,535	\$61,658
12	1.46505	\$58,632	\$66,646	\$62,753	\$72,396	\$62,821	\$67,009	\$64,020

**Secondary Substitute Pay (Per Period) = \$38.55**

LANE 1 = 7 HRS/DAY, 185 DAYS

LANE 1A = 8 HRS/DAY FOR 177 DAYS & 7 HRS/DAY FOR 8 DAYS

LANE 1B = 185 DAYS + 13 PRODUCTIVITY DAYS (5 PERIODS (0.8333 FTE)=9.5 PRODUCTIVITY DAYS, 4 PERIODS (0.6667 FTE)=8 PRODUCTIVITY DAYS, 3 PERIODS (0.5 FTE)=6.5 PRODUCTIVITY DAYS)

LANE 1C = 185 DAYS + 17 PRODUCTIVITY DAYS AND 1 ADDITIONAL CLASS

LANE 1D = 185 DAYS + 1 ADDITIONAL CLASS FOR 1 SEMESTER

LANE 1E = 185 DAYS + 1 ADDITIONAL CLASS FOR 2 SEMESTERS

LANE 1F = 185 DAYS + 17 ADDITIONAL DAYS

**Lane Placement Provisions**

1. Educators are placed on lanes in accordance with the current status of the educator. Lane placement may be changed if the status of the educator changes. Reasons for change can include, but are not limited to:

# FY20 Salary schedule - Master's Degree

## Alpine School District Teacher Salary Schedule Fiscal Year 2019-20

Lane 6 - M.S. Degree								
Step	Lane 6 Elem (K, Traditional) Sr. High (Tch/Media)		Lane 6A Elementary Extended Day	Lane 6B Jr. High/Middle Tch 6 Periods w/ Productivity	Lane 6C Jr. High/Middle Tch 7 Periods w/ Productivity	Lane 6D Sr. High Teacher Extra Period for Half Year	Lane 6E Sr. High Teacher Extra Period for Full Year	Lane 6F Jr. High/Middle Media Specialist
	Index	Base	+ 13.6680%	+ 7.0270%	+ 23.4749%	+ 7.14%	+ 14.29%	+ 9.1892%
1	1.04569	\$41,849	\$47,569	\$44,790	\$51,673	\$44,839	\$47,828	\$45,695
2	1.08257	\$43,325	\$49,247	\$46,370	\$53,496	\$46,420	\$49,515	\$47,307
3	1.11943	\$44,800	\$50,924	\$47,949	\$55,317	\$48,001	\$51,201	\$48,917
4	1.15630	\$46,276	\$52,601	\$49,528	\$57,139	\$49,581	\$52,887	\$50,528
5	1.19486	\$47,819	\$54,355	\$51,179	\$59,045	\$51,235	\$54,651	\$52,213
6	1.25665	\$50,292	\$57,166	\$53,826	\$62,098	\$53,884	\$57,477	\$54,914
7	1.31073	\$52,456	\$59,626	\$56,143	\$64,771	\$56,203	\$59,950	\$57,277
8	1.36471	\$54,617	\$62,082	\$58,455	\$67,438	\$58,518	\$62,419	\$59,636
9	1.41879	\$56,781	\$64,542	\$60,771	\$70,110	\$60,837	\$64,893	\$61,999
10	1.47277	\$58,941	\$66,998	\$63,083	\$72,778	\$63,152	\$67,362	\$64,358
11	1.52685	\$61,106	\$69,458	\$65,400	\$75,450	\$65,470	\$69,835	\$66,721
12	1.60403	\$64,195	\$72,969	\$68,705	\$79,264	\$68,780	\$73,365	\$70,093
15	1.68118	\$67,282	\$76,478	\$72,010	\$83,077	\$72,088	\$76,894	\$73,465
18	1.75836	\$70,371	\$79,989	\$75,316	\$86,890	\$75,397	\$80,424	\$76,837
21	1.83557	\$73,461	\$83,502	\$78,623	\$90,706	\$78,708	\$83,955	\$80,211
24	1.93718	\$77,527	\$88,124	\$82,975	\$95,727	\$83,065	\$88,603	\$84,652
27	2.01731	\$80,734	\$91,769	\$86,408	\$99,687	\$86,501	\$92,268	\$88,153
		<b>Secondary Substitute Pay (Per Period) = \$38.55</b>						

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# FY20 Salary schedule - Doctorate Degree

## Alpine School District Teacher Salary Schedule Fiscal Year 2019-20

Lane 9 - Ph.D Degree								
Step	Lane 9 Elem (K, Traditional) Sr. High (Tch/Media)		Lane 9A Elementary Extended Day	Lane 9B Jr. High/Middle Tch 6 Periods w/ Productivity	Lane 9C Jr. High/Middle Tch 7 Periods w/ Productivity	Lane 9D Sr. High Teacher Extra Period for Half Year	Lane 9E Sr. High Teacher Extra Period for Full Year	Lane 9F Jr. High/Middle Media Specialist
	Index	Base	+ 13.6680%	+ 7.0270%	+ 23.4749%	+ 7.14%	+ 14.29%	+ 9.1892%
1	1.06883	\$42,775	\$48,622	\$45,781	\$52,817	\$45,831	\$48,886	\$46,706
2	1.12884	\$45,177	\$51,352	\$48,352	\$55,782	\$48,404	\$51,631	\$49,328
3	1.18884	\$47,578	\$54,081	\$50,922	\$58,747	\$50,977	\$54,375	\$51,950
4	1.24893	\$49,983	\$56,815	\$53,495	\$61,717	\$53,553	\$57,124	\$54,576
5	1.30292	\$52,144	\$59,271	\$55,808	\$64,385	\$55,868	\$59,593	\$56,935
6	1.36471	\$54,617	\$62,082	\$58,455	\$67,438	\$58,518	\$62,419	\$59,636
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8	1.47277	\$58,941	\$66,998	\$63,083	\$72,778	\$63,152	\$67,362	\$64,358
9	1.52685	\$61,106	\$69,458	\$65,400	\$75,450	\$65,470	\$69,835	\$66,721
10	1.58083	\$63,266	\$71,913	\$67,712	\$78,118	\$67,785	\$72,304	\$69,080
11	1.63487	\$65,429	\$74,372	\$70,026	\$80,788	\$70,102	\$74,776	\$71,441
12	1.71209	\$68,519	\$77,884	\$73,334	\$84,604	\$73,413	\$78,308	\$74,816
15	1.78921	\$71,606	\$81,393	\$76,637	\$88,415	\$76,720	\$81,835	\$78,186
18	1.86642	\$74,696	\$84,905	\$79,944	\$92,230	\$80,031	\$85,366	\$81,560
21	1.94363	\$77,786	\$88,417	\$83,252	\$96,046	\$83,342	\$88,898	\$84,933
24	2.02982	\$81,235	\$92,338	\$86,943	\$100,305	\$87,038	\$92,840	\$88,700
27	2.12537	\$85,059	\$96,685	\$91,036	\$105,026	\$91,135	\$97,210	\$92,875
<b>Secondary Substitute Pay (Per Period) = \$38.55</b>								

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## Pro's

- Increased building utilization
- 8-hour workday expectation
- Longer contract
- Retain veteran teachers
- Recruit new teachers with higher beginning salary
- Recruit/retain male teachers
- Operational cost of new facilities needed for growth avoided
- Traditional school year
- EL small group time focused on literacy

## Con's

- Heavy student load - burnout
- Increased load on core facility
- Traffic and parking concerns for school-wide events
- Difficulty in transitioning out of model - potential negative impact on teacher compensation
- Not all certified teachers are eligible for productivity pay
- Scaling considerations for support and admin functions
- Complexity in administration
- Hiring disadvantage for non-productivity schools



Questions?