2019-20 Placement on Model Salary Schedule FAQs

Q: Why are the columns being collapsed?

A: The collapsed columns are designed to align our salary schedule with recommendations made through the compensation committee for an ideal or model schedule. The intent behind the collapsed columns/model schedule is to move away from using CPS professional development (PD) to advance columns. In addition, indexes are included for each step through 30 years of service so employees in Column II and Column III will receive salary increases for experience throughout their career. Under the new model, additional funding has been added to the schedule to increase the value within both steps and columns of the schedule.

Q: If I am a current employee and have a Master’s degree + 45 hours or beyond, where would I fall on the current schedule?

A: If a current employee has a master’s degree + 45 hours or more, they will be placed on the grandfathered column of the schedule. Employees will move to the appropriate new column when that new column is advantageous to them (greater amount will be made on the new column, than what they are making on their current schedule placement). Annual base pay rate will not decrease for any individual.

Q: If I am in the grandfathered column, what does that mean?

A: Placement on the grandfathered column means, based on the current schedule, you would have been disadvantaged with moving to the new Column III (second master’s/advanced degree beyond a master’s). In order to ensure no employee decreases pay, we created the grandfathered column. Employees on this column, upon approval by the board (this is normal procedure), will advance a step each year. However, if at any point in time additional money is added into the schedule, the grandfathered column will not receive those increases. Eventually, this will allow individuals on the grandfathered column to make more money in another column (whichever column their education appropriately places them in), and they will then move into that column. No employee will be disadvantaged and make less. They will remain in the column that benefits them.

Q: If I am a current employee and I do not have an advanced degree beyond a master’s degree, and I do not have master’s degree + 45, where would I fall?

A: If you currently hold a master’s degree with 44 hours or less and do not hold a second master’s or advanced degree beyond a master’s degree, you will be placed on the Master’s Column (Column II) at your appropriate step.
Q: If I am a current employee with a doctorate and received the doctoral stipend, where will I be placed?

A: You will be placed at your appropriate step on the grandfathered column. You will continue to receive your doctoral stipend while on that column. When the pay rate in the new Column III exceeds the grandfathered column amount plus doctoral stipend, the transition to the new Column III will occur. At this time the doctoral stipend will phase out.

Q: When is the last date for me to use PD to move on the salary schedule?

A: Only CPS PD completed prior to August 8, 2019, will be considered for movement. If you want to use PD to advance columns on the schedule, for one last time, the salary reclassification information must be submitted to HR prior to October 15, 2019. Anything received after this date, will not be accepted. No exceptions.

Q: When is the last date for me to use graduate educational credit on the salary schedule (non-degree earned credit)?

A: Graduate educational credit that is not factored into earned degrees, can only be submitted through the reclassification process due on October 15, 2019. If you do not have official transcripts, the credit will not be accepted. If you are finishing a course in the fall, yet a degree has not been earned, do not count on the educational credit. Your institution must provide an official transcript and most likely cannot do this in such limited turnaround time. If you finish the course in the summer, you will want to ensure your institution can issue transcripts for receipt in Human Resources by 5 pm on October 15, 2019.

Q: What is the timeline and requirements to seek a salary reclassification for 2019-20?

A: Information regarding requirements and information/forms needed for salary reclassification for 2019-20 will be distributed via email to all employees in early August 2019. The deadline for submission is October 15, 2019. (For additional information, see: https://www.cpsk12.org/Page/10168)

Q: What if I am pursuing my Ed Specialist or advanced degree beyond a master’s and I cannot complete the degree by October 15, 2019, but have completed coursework. Since I started the process prior to this change, will I be placed in the grandfathered column?

A: Any unrecorded graduate educational credit must be reported via the reclassification process including official transcripts and be submitted to HR for review prior to October 15, 2019. No late submissions will be accepted.

If the degree is not yet obtained, you will not be placed in the grandfathered column at a later date. Grandfathered placement will only occur for information submitted up to
October 15, 2019. Any placement on the schedule beyond that date, will not be placed in the grandfathered column. At a later time, if you obtain your degree beyond your master’s, you may then submit official transcripts and apply to be placed on the advanced degree beyond a master’s column (III).

Q: What if I have my master’s degree in curriculum and instruction and a master’s degree in administration (or a master’s degree and educational specialist degree or doctorate)? Where will I fall if my master’s degree and advanced degree do not equate to 45 hours or more?

A: You will be placed in the new column, the advanced degree beyond the master’s degree (Column III). You will not be placed in the grandfathered column.

Q: What will happen if I have my master’s degree and an advanced degree? I also have significant amounts of PD and other educational credit. This would place me at masters + 45 and the new advanced column. Which column will I be placed in?

A: If any employee qualifies for more than one column, based on their education and PD, they will be placed in the column that is the most advantageous for them. In this situation above, it will be the grandfathered column until Column III exceeds the grandfathered column amount, the transition to the new Column III will occur.