



Essential Criteria for Professional Alternative Compensation System

The Delaware State Education Association recognizes that there are many alternative compensation models available. The Association believes that any system that provides additional compensation to teachers beyond that provided by the single salary schedule should meet the following criteria:

- A. The design of the system **MUST** be supported by members and accomplished through the collective bargaining process.
- B. The system should not directly or indirectly limit the number of teachers who are eligible for additional compensation.
- C. The system includes provisions preventing a teacher's basic salary from being reduced and should not diminish the professional status of those teachers who do not receive additional compensation.
- D. Full funding **MUST** be available to sustain the system. The system **MUST** include professional level salaries and incentives with significant increases that attract and retain quality teachers.
- E. The criteria that are used to determine whether teachers receive additional compensation should be clearly stated and subject to multiple measures of student growth.
- F. The compensation system may take many forms that include training and experience (steps and lanes), current extra compensation options, as well as, other pay opportunities.
- G. Alternative compensation should promote collaboration not competition.
- H. The system will be monitored by the Professional Standards Board.

