

**DISTRICTS WITH ALTERNATIVE SALARY ACTIVITY**

<b>District</b>	<b>Activity Description</b>
1. Blue Ridge	Stepless framework adopted in 2002
2. Cedar	Emulating Blue Ridge's stepless framework after an encouraging visit by the superintendent (5/05)
3. Chino Valley	Stepless framework adopted in 2000 or 2001
4. Cottonwood	Stepless framework imposed first on ESP, then on teachers
5. Creighton	After 3 years of joint compensation study via IBN process, a modified schedule with which all parties (certs, ESP, & administration) are happy (5-05)
6. Deer Valley	Spring 2005 ratification of stepless frameworks for all employee groups -- certs, classified and administrators
7. Fountain Hills	Stepless framework in effect
8. Gilbert	GEA President attended 11/04 CPRE conference and successfully "tabled" further district consideration of an alternate schedule.
9. Holbrook	Stepless framework; they have an entry level salary and everyone else based on % raise each year (5/05)
10. Isaac	In effect, a stepless framework for which acceptability was created via a 5% raise for all teachers the first year.
11. Kayenta	Modified stepless
12. Kyrene	School board tabled Compensation Design Committee report (developed in consultation with Allen Odden) after hearing in May 2005 the KEA analysis of it and questions regarding its implementation
13. Madison	Differentiated pay due to TAP and individual PBP. Joint study underway re: a new plan for paying teachers
14. Marana	Formula-driven approach consisting of percentage on cell + flat amount for all. In its eighth year of operation in 2005-06. (5-05)
15. Mesa	"Zipless" schedule—movement through schedule has lost its "zip"; it's much slower. Instituted several years ago. New schedule and old printed side-by-side, which irritates everyone—those on the old and those on the new schedules.
16. Murphy	In effect, a 1-column schedule with a percentage relationship between top and bottom steps
17. Paradise Valley SEA	Abandoned stepless framework after a few years
18. Phoenix Union CEA	Market-based approach being phased in over five years. 2004-05 is the first year of implementation, which is seeing some "glitches."
19. Roosevelt	In effect, a stepless, "never-ending" schedule for certs
20. Tempe El.	Modified salary framework in effect and accepted by majority of teachers

7/13/2005

Bargaining Forum

21. Tempe Union	Modified stepless in effect
22. Tucson	Planning a change
23. Washington	WDEA has a modified range for all staff. The numbers on the range in each column will adjust to compete with the market and the individual compensation will adjust by a greater amount or % to avoid compression and make it possible for those in the range to move closer to the top. . WDEA put thumbs up in IBN for this model. (5-05)
24. Yuma El.	Alternated percentage one year to flat amount the next. Stepless framework became a 12-step "hiring" schedule.