

## What is IMPACT*plus*?

IMPACT*plus* is the performance-based compensation system for Washington Teachers' Union (WTU) members.

## Why does DCPS have a performance-based pay system?

DCPS and the WTU agreed in the most recent teachers' contract to develop and implement a performance-based pay system because we felt it was essential to demonstrate — in the boldest way possible — how much we value the work you do. IMPACT*plus* is the product of this groundbreaking collaboration. We are proud that outstanding DCPS educators are now being paid what they deserve. In fact, some have seen their compensation more than double. We recognize that you did not choose to enter the field of education for monetary reasons. But we also recognize that you deserve to be compensated as true professionals.

## Who created IMPACT*plus*?

As noted above, DCPS and the WTU collaboratively developed the system. As part of this process, we examined compensation models from around the country.

## Who is eligible for IMPACT*plus*?

Any WTU member who earns an IMPACT rating of Highly Effective is eligible.

## How do I know if I am a WTU member?

All teachers, instructional coaches, mentor teachers, librarians, counselors, related service providers, and a handful of other educators are part of the WTU. If you are not sure about your status, please contact the WTU at 202-293-8600.

## How will I know if I receive a Highly Effective rating?

You can find out by logging into the IMPACT database at [impactdcps.dc.gov](http://impactdcps.dc.gov). If you need assistance logging in, please contact the IMPACT team at 202-719-6553 or [impactdcps@dc.gov](mailto:impactdcps@dc.gov).

## Do I need to be a “full” union member to be eligible for IMPACT*plus*, or is “agency fee” status enough?

You only need “agency fee” status to be eligible for IMPACT*plus*. To learn more about this status, please contact the WTU at 202-293-8600.

## How much can I earn under IMPACT*plus*?

Depending upon which IMPACT group you are in, and depending upon other factors like the poverty level of your school, you can earn nearly \$130,000 annually.

## How does IMPACT*plus* compare with the previous compensation system?

Under the previous contract, the starting salary was \$42,369 and it took 21 years to achieve the maximum salary of \$87,584. Under IMPACT*plus*, a Highly Effective instructional coach with a master's degree has the potential to earn \$74,975 in her/his first year, and can achieve the maximum salary of \$126,540 in just seven years.

## How does it work?

For instructional coaches, IMPACT*plus* has two parts: an annual bonus and an increase in base salary.

## PART 1: ANNUAL BONUS

### How does the annual bonus work?

As noted in the introduction, to qualify for an IMPACT*plus* annual bonus, you must have an IMPACT rating of Highly Effective. With this rating, you will be eligible for an annual bonus according to the chart below.

| YOUR IMPACT RATING | YOUR SCHOOL'S POVERTY LEVEL | YOUR BONUS | YOUR ADD-ON IF YOU ARE IN ONE OF THE 40 LOWEST-PERFORMING SCHOOLS | YOUR TOTAL POSSIBLE ANNUAL BONUS |
|--------------------|-----------------------------|------------|---|----------------------------------|
| Highly Effective   | High-Poverty                | \$10,000   | Additional \$10,000   | \$20,000                         |
|                    | Low-Poverty                 | \$2,000    | n/a   | \$2,000                          |

### How do I know what my school's poverty level is?

Each school's poverty level is listed on the DCPS website at [dcps.dc.gov/DCPS/impactplus](http://dcps.dc.gov/DCPS/impactplus). If you work at more than one school, we will use the average of your schools' free and reduced-price lunch rates.

### Why do instructional coaches in high-poverty schools receive higher bonuses?

One of the goals of IMPACT*plus* is to help our highest-poverty schools attract and retain outstanding educators. This is why we are offering higher bonuses to the individuals who serve in these schools.

### Why do instructional coaches who work in the 40 lowest-performing schools receive a special add-on?

One of the goals outlined in DCPS's five year strategic plan, *A Capital Commitment*, is that by 2017, our 40 lowest-performing schools will increase proficiency rates by 40 percentage points. Given the additional challenges

associated with working in our most struggling schools, we felt it was appropriate to recognize the most effective educators in these schools with higher bonuses.

### How do I know if I work in one of the 40 lowest-performing schools?

If you are not sure, please ask your administrator. You may also contact the IMPACT team at 202-719-6553 or [impactdcp@dc.gov](mailto:impactdcp@dc.gov).

### If I retire at the end of the 2014–2015 school year, will I be eligible for the bonus?

Yes.

### Will the bonus count towards my pension calculation?

No.

### **If I resign at the end of the 2014–2015 school year, will I be eligible for the bonus?**

No. In addition to recognizing and rewarding excellent educators, IMPACT*plus* aims to retain them. Thus, to be eligible for the bonus, you must be employed by DCPS, or be a new entrant to the teachers' retirement system, at the time of the bonus distribution.

### **If I am separated from the school system for disciplinary reasons, will I be eligible for the bonus?**

No.

### **If I am employed by DCPS for only part of the school year, will I receive the full bonus?**

No. Assuming you are employed by DCPS (or are a new retiree) at the time of the bonus distribution, your bonus will be prorated according to the number of full months you worked during the school year in which you earned the Highly Effective rating.

### **Are there any conditions attached to accepting the bonus?**

Yes. After accepting the bonus, you will no longer have access to the “extra year,” early retirement, or buyout options if you are excessed in the future and cannot find a placement at another school. To learn more about these options, please consult the WTU contract (Section 4.5.5) at [wtulocal6.org](http://wtulocal6.org).

### **Am I required to accept the bonus?**

No. If you would prefer not to give up the “extra year,” early retirement, or buyout options related to excessing, you may forgo the bonus.

### **How will I communicate to DCPS whether I want to accept the bonus?**

Once final IMPACT reports are available, the IMPACT team will notify you via email if you are eligible for an IMPACT*plus* bonus. You will submit your acceptance decision by logging into the IMPACT database at [impactdcps.dc.gov](http://impactdcps.dc.gov). DCPS will provide more details at that time.

### **When will I receive my bonus?**

All bonuses will be paid by the end of the calendar year in which they are earned.

### **Will the bonus be subject to District of Columbia and federal income taxes?**

Yes.

### **If I earn a Highly Effective rating again next school year (2015–2016), will I be eligible for another bonus?**

Yes. You will be eligible every year that you earn a Highly Effective rating.

### **If I have additional questions about the annual bonus, whom should I contact?**

Please contact the IMPACT team at 202-719-6553 or [impactdcps@dc.gov](mailto:impactdcps@dc.gov).

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## PART 2: INCREASE IN BASE SALARY

### How does the increase in base salary work?

If you earn a Highly Effective rating two years in a row and work in a high-poverty school, you will be eligible for an increase in your base salary.

### How will it work?

We will increase your base salary in two ways. First, we will move you to the master’s degree salary band if you are not already there. Second, we will grant you a service credit, meaning we will pay you as if you had additional years in the system.

| IMPACT RATING FOR TWO CONSECUTIVE YEARS | YOUR SCHOOL'S POVERTY LEVEL | YOUR SERVICE CREDIT |
|---|-----------------------------|---------------------|
| Highly Effective                        | High-Poverty                | 5 Years             |

An example might be helpful here. Let us suppose it is the end of the 2014–2015 school year and you just earned your second consecutive Highly Effective rating in a high-poverty school. Let us also suppose that you just finished your seventh year of service. For the 2015–2016 school year — your eighth year of service — we would actually pay you as if you were in your thirteenth year (8 years + 5 years of credit).

### Will the service credit count for retirement eligibility?

No. Your retirement eligibility will still depend on the actual number of years you have worked in the school system.

### If I earned a Highly Effective rating last school year (2013–2014), am I halfway to qualifying for the increase in base salary?

Yes. If you earn a Highly Effective rating again during the 2014–2015 school year, you will qualify for the increase in base salary.

### To earn the five-year service credit, do both of my Highly Effective ratings need to be in schools with a free or reduced-price lunch rate that is considered High-Poverty?

Yes.

### Are there any conditions attached to accepting the increase in base salary?

Yes. After accepting the increase, you will no longer have access to the “extra year,” early retirement, or buyout options if you are excessed in the future and cannot find a placement at another school. To learn more about these options, please consult the WTU contract (Section 4.5.5) at [wtulocal6.org](http://wtulocal6.org).

### **Am I required to accept the increase in base salary?**

No. If you would prefer not to give up the “extra year,” early retirement, or buyout options related to excessing, you may forgo the increase in base salary.

### **What happens when I reach the highest salary on the master’s degree band?**

If you continue to earn Highly Effective ratings, we will move you to the highest salary on the PhD band.