

## [Hartford Elementary \(Joint 1\) School District \[1\]](#)

Submitted by Editor on Sun, 06/12/2016 - 14:07

### **Region:**

- [SE](#) [2]

This is where the spreadsheet would go if there was one.

The information on this district page comes from a variety of publicly available information sources. We thank all who have contributed information towards the development of this page. Additional information is always appreciated. Send information to [researchteam@teachinginwisconsin.com](mailto:researchteam@teachinginwisconsin.com) [3].

Accuracy of Information: Every attempt was made to ensure that the information on this District page was accurate at the time of publishing. If a district has made changes to employment policies, practices, compensation or benefits, we would appreciate an email letting us know of the changes so that we can update the information for the district as soon as possible. Send updated or new information to [researchteam@teachinginwisconsin.com](mailto:researchteam@teachinginwisconsin.com) [3].

Thanks from the Teaching in Wisconsin Research Team.

### **Survey Highlights:**

- This district has implemented a visible system for career salary advancement in which its professional educators can see what salary they will earn in future years. Salary increases in the Hartford Joint 1 School District are based on objective factors such as increased experience.
- This district has insisted that teachers work more hours/days in order to receive both inflationary cost of living increases and career salary increases.
- This district's handbook includes a fair process and timeline for teachers who are struggling, so that they have an opportunity to improve before final employment decisions are made.

What You Will Earn in Your Career in this School District

1. This district has a written system for career salary advancement that is objective, predictable, and attainable by all teachers. Yes

- |   |     |
|---|-----|
| 2. This district's system for career salary advancement is clear and objective, rather than based on periodic subjective judgments. | Yes |
| 3. This district's system of career salary advancement includes merit pay or performance pay.                                       | No  |
| 4. This District's system of career salary advancement includes student test scores   | No  |
| 5. This district's system of career salary advancement is predictable.  | Yes |
| 6. All teachers are able to attain the highest career salaries in the district.   | Yes |
| 7. This district's system of career salary advancement is based on experience and educational level attained                        | Yes |

**1. Before deciding to non-renew or terminate a teacher, this district always gives significant advance notice of any deficiencies and the opportunity and support to improve their performance:**

Yes

**2. This district has a seniority based layoff procedure, rather than unpredictable subjective judgment.:**

No

**3. This district has recall rights for teachers to return to their jobs after being laid off.:**

No

**4. This district has "just cause" language for teacher discipline, non-renewal, and termination:**

Yes

**5. This district allows teachers to appeal discipline, non-renewal, and termination decisions to an impartial arbitrator or judge.:**

No

**1. This district provides time and resources on scheduled in-**

**service days to help teachers meet state and district educator accountability requirements, including SLO's and PPG's.:**

Unknown

**2. This district has reduced or eliminated teacher preparation time.:**

Unknown

**3. This district has increased the length of the teacher work day without additional compensation.:**

Yes

**4. This district has increased the number of required work days in the contracted year without additional compensation.:**

Yes

**5. This district has made significant changes to health insurance benefits that have negatively impacted teachers by requiring either higher co-pays and premiums and/or reductions in scope and level of coverage.:**

Yes

**6. This district has reduced or eliminated teacher retirement benefits promised to teachers as an incentive for remaining in this district for their career.:**

No

**7. This district has reduced or eliminated sick leave benefits and/or accumulated sick leave.:**

No

**Starting Salary:**

\$35,700

## Salary Comparison

Career Maximum Salary  
\$59,200

Years to Reach Maximum Salary  
30

Pre Act 10 Career Maximum Salary  
\$64,993

**Source URL:** <http://teachinginwisconsin.com/district/hartford-elementary-joint-1-school-district>

### Links:

- [1] <http://teachinginwisconsin.com/district/hartford-elementary-joint-1-school-district>
- [2] <http://teachinginwisconsin.com/taxonomy/term/2>
- [3] <mailto:researchteam@teachinginwisconsin.com>