

## Union City

### 2023-24 Differentiated Pay Plan

Hard-to-Staff	<input type="checkbox"/>
Instructional Roles	<input checked="" type="checkbox"/>
Performance	<input checked="" type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
N/A	
Instructional Roles or Responsibilities	
<b>Description</b>	The instructional leaders will receive a stipend to mentor new teachers for the entire school year. <b>Number of Unique Roles:</b> 5 or more
<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE) Certified in content/grade area District and school administrators will screen for qualities which include the following: 1. Being effective teachers in the classroom. 2. Having a teacher effect score of 4 or 5. 3. Possessing leadership and facilitation skills.
<b>Compensation Type and Size</b>	\$1,000
<b>Reach</b>	9
<b>Estimated Cost</b>	\$9,000
Performance	
<b>Description</b>	Using school-wide TVAAS data, teachers in PK-12 will receive a bonus based on each applicable school's TVAAS score for the Literacy and Numeracy. The school score will be based on the one specific school assigned to each teacher. Score of 5=\$400 Score of 4=\$350 Based on the graduating class's average ACT composite of 21 or above, using the highest score for each student, teachers in grades PK-12 will receive a \$250 bonus. The average will be calculated after the return of the April ACT test.
<b>Eligibility Criteria</b>	<b>Eligible Teachers:</b> Tested teachers Non-tested teachers Portfolio teachers School administrators <b>Eligibility Criteria:</b> Level of overall effectiveness (LOE) School-level TVAAS Other: Based on the graduating class's average ACT Composite Score
<b>Compensation Type and Size</b>	Score of 5=\$400 Score of 4=\$350 ACT=\$250
<b>Reach</b>	120

---

<b>Estimated Cost</b>	\$75,000
-----------------------	----------

<b>Alternative Salary Schedule</b>
------------------------------------

<b><i>Is the district implementing an alternative salary schedule?</i></b> No
---

<b>Education*</b>
-------------------

All teachers are eligible for base pay increases for experience as they increase each year up to 20 years. An estimated 2% increase, with Board approval, is planned 22-23.

<b>Other</b>
--------------

Administrators can receive a performance based bonus. School wide TVAAS of 4=\$350, school-wide TVAAS of 5=\$400, ACT Composite score of 21+ for the graduating class=\$250. There are 9 administrators who can receive this bonus if they meet the eligibility