

2015-16 Differentiated Pay Plan Submission –Chester County

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
Hard-to-Staff (School, Subject, or Placement)	<p><i>The district will offer the following:</i> <i>Internal transfer or recruitment bonus,</i> <i>New teacher recruitment signing and performance bonus,</i> <i>Retention stipend,</i> <i>Tuition reimbursement for hard to staff, high need and accountability areas to be determined annually.</i></p> <p><i>See page 18 of attached SOAR Compensation Plan Handbook.</i></p>	<p><i>Internal transfer or recruitment will receive \$4,000 one-time bonus to be distributed in one lump sum check.</i> <i>New teacher recruitment incentives will include a \$2,000 signing bonus to be paid in one lump sum and an additional \$3,000 bonus following demonstration of satisfactory performance at the end of year one. This \$3,000 bonus will be distributed in one lump sum check during the second year of employment.</i> <i>Retention stipend will be a \$2,000 one-time bonus for internal transfer or when new teachers are hired in the hard to staff area in which existing employees already teach. This will be paid in</i></p>	<p><i>We anticipate the following numbers will be eligible for each type of hard to staff area:</i> <i>Internal transfer or recruit=3</i> <i>New Teacher Recruitment=5</i> <i>Retention Stipend=-18</i> <i>Tuition Reimbursement=3</i></p>	<p><i>Estimated payouts per area:</i> <i>Internal transfer or recruit=\$12,000</i> <i>New Teacher Recruitment=\$25,000</i> <i>Retention Stipend=-\$36,000</i> <i>Tuition Reimbursement=\$24,000</i></p>	<p><i>This will comprise about 1.3 % of district salary expenditures.</i></p>

		<p><i>one lump sum check.</i></p> <p><i>Tuition reimbursement of up to four classes per year (approximately \$2,000 per class) will be provided to those teachers who obtain content specific endorsements in hard to staff areas.</i></p>			
<p>Performance-Individual (Base Pay)</p>	<p><i>The district has established a salary schedule that uses TEAM Overall Level of Effectiveness scores to determine base pay changes.</i></p> <p><i>See page 7 of attached SOAR Compensation Plan Handbook.</i></p>	<p>Teachers will receive step increases based on the following criteria:</p> <p>TEAM Overall Level of Effectiveness score of 5: Three steps, or \$1050</p> <p>TEAM Overall Level of Effectiveness score of 4: Two steps, or \$700</p> <p>TEAM Overall Level of Effectiveness score of 3: One step, or \$350</p> <p><i>Those receiving a 1 or 2 will not receive a base pay increase.</i></p>	<p><i>All existing (2013-14) educators hired before January 31, 2014 may choose to opt in or opt out of the new plan. Those hired after January 31, 2014 are automatically opted in. All administrators are automatically opted in regardless of employment date. Employees who do not complete the enrollment process and make a selection by the deadline will be in opted in.</i></p> <p><i>Based on 2013-14 TEAM Score data, the district anticipates between 80-85% of teachers will receive a base pay change.</i></p>	<p><i>The district estimates the total increased cost to be \$123,500 based on last year's evaluation data.</i></p> <p><i>Estimated cost for individual TVAAS would be about \$61,900.</i></p>	<p><i>This will comprise about 1.6 % of district salary expenditures.</i></p> <p><i>School-wide TVAAS: This will comprise about 0.8 % of district salary expenditures.</i></p>
<p>Performance-Individual (TVAAS)</p>	<p><i>The district will award for individual TVAAS composite score.</i></p>	<p><i>The district will award a bonus as follows:</i></p> <p>Individual TVAAS Composite</p>	<p><i>All teachers who opt in to the differentiated pay plan and who have a TEAM Overall Level of Effectiveness</i></p>		

	<p><i>Educators must have a TEAM Overall Level of Effectiveness score of 3, 4, or 5 to be eligible to receive this bonus and must have opted in to the new plan.</i></p> <p><i>See page 15 of attached SOAR Compensation Plan Handbook.</i></p>	<p>Score</p> <p><i>Educators will receive the following amounts based on their individual TVAAS composite score:</i></p> <p>Composite score of 5 = \$900 Composite score of 4 = \$650 Composite score of 3 = \$400</p>	<p><i>score of 3, 4, or 5 will be eligible.</i></p> <p><i>Based on previous data, it is estimated that 58% of the educators would qualify for individual TVAAS bonus.</i></p>		
Additional Instructional Roles or Responsibilities	<p><i>One teacher leadership role will be Teacher Coach. There will be three types of Teacher Coaches. Bonuses will be awarded for these roles. See page 16 of attached SOAR Compensation Plan Handbook.</i></p> <p><i>Teachers who opt in to the new differentiated pay plan with TEAM Overall Level of Effectiveness scores of 3, 4, or 5 are eligible to apply for these positions.</i></p>	<p><i>Teacher Coaches will receive an annual stipend of \$1,200-\$1500 dependent on the number of coaches needed.</i></p>	<p><i>All teachers who opt in to the differentiated pay plan and who have a TEAM Overall Level of Effectiveness score of 3, 4, or 5 will be eligible to apply for these positions. Estimated number of teachers would be 80-85% of 176 total.</i></p> <p><i>The district has allocated for 40 Teacher Coaches.</i></p>	<p><i>Estimated cost for filling all available positions would be \$60,000.</i></p>	<p><i>This will comprise about 0.8% of district salary expenditures.</i></p>
Education	<p><i>The district will include compensation for completion of one advanced degree in base pay.</i></p> <p><i>Educators who are currently enrolled in an advanced degree program as of March 15, 2014 will be grandfathered in under the 2013-14 step and</i></p>	<p><i>Completion of an advanced degree from an accredited school of education or content-specific advanced degree with prior written approval from the District: Four steps, or \$1,400</i></p>	<p><i>All teachers and administrators are eligible for this type of compensation.</i></p> <p><i>The district estimates up to 6 educators to complete advanced degrees annually.</i></p>	<p><i>Anticipated cost would be \$8,400.</i></p>	<p><i>This will comprise about 0.1 % of district salary expenditures.</i></p>

	<p><i>level increase.</i></p> <p><i>Educators enrolling after March 15, 2014 will be awarded four steps (\$1,400) for the completion of an advanced degree.</i></p> <p><i>Educators must have a TEAM Overall Level of Effectiveness score of 3, 4, or 5 in the year of completion of the advanced degree.</i></p> <p><i>See pages 8-9 of attached SOAR Compensation Plan Handbook.</i></p>				
Experience	<i>The district will not award step increases for years of experience on the new differentiated pay plan.</i>	NA	NA	NA	NA
School- wide Performance	<p><i>The district will award for school-wide TVAAS composite score and Annual Measurable Objectives.</i></p> <p><i>Educators must have a TEAM Overall Level of Effectiveness score of 3, 4, or 5 to be eligible to receive this bonus and must have opted in to the new plan.</i></p> <p><i>See page 15 of attached SOAR Compensation Plan Handbook.</i></p>	<p><i>The district will award a bonus as follows:</i></p> <p>School-Wide TVAAS Composite Score</p> <p><i>Educators will receive the following amounts based on their school's TVAAS composite score:</i></p> <p>Composite score of 5 = \$900 Composite score of 4 = \$650 Composite score of 3 = \$400</p> <p>Annual Measurable Objectives (AMOs)</p>	<p><i>All teachers who opt in to the differentiated pay plan and who have a TEAM Overall Level of Effectiveness score of 3, 4, or 5 will be eligible.</i></p> <p><i>Based on previous data, it is estimated that 94% of the educators would qualify for school-wide TVAAS bonus.</i></p> <p><i>Based on previous data, it is</i></p>	<p><i>Estimated cost for school-wide TVAAS would be about \$158,400.</i></p> <p><i>Estimated cost for AMOs would be about \$139,200.</i></p>	<p>School-wide TVAAS:</p> <p><i>This will comprise about 2.1 % of district salary expenditures.</i></p> <p>School AMOs:</p> <p><i>This will comprise about 1.8 % of district salary expenditures.</i></p>

		<i>Educators will receive \$800 if their school achieves 51% or more of its school-level AMOs.</i>	<i>estimated that 83% of the educators would qualify for AMOs bonus.</i>		
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