

Chester County Schools

2018-19 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)	
Description	<p>We have "hard to staff" bonus structure in our current 2018-19 school year. However, for the 2018-19 school year, we do not recognize any grade span or subject area as "hard to staff." For each subsequent school year, we determine in late spring what would be considered as hard to staff in the following year.</p> <p>Priority Areas: K-4 (Other), 5-8 (Other), 9-12 (Other)</p>
Eligibility Criteria	<p>Level of Overall Effectiveness (LOE)</p> <p>Certified in content/grade area</p> <p>Current teachers & New hires</p>
Compensation Type and Size	<p>Compensation Type: Bonus Bonus Type: Signing/Recruitment Retention</p> <p>Compensation Amount:</p> <ol style="list-style-type: none"> Internal transfer or recruitment: Educators who agree to move to a hard-to-staff, high need or accountability area will receive a \$2,000 one-time bonus. This amount will be awarded in one lump sum payment. The amount of bonus the educator will receive will be based on the percentage of time that he is teaching in this area. A teacher not teaching 100% of the time in this area would not get 100% of the bonus amount. New teacher recruitment incentives: Teachers new to the District who move into a designated hard-to-staff, high need or accountability area will receive a \$1,500 signing bonus. Teachers will receive another \$2,500 stipend following demonstration of satisfactory performance (TEAM Overall Level of Effectiveness score of 3 or higher). This amount will be awarded in one lump sum payment. The amount of bonus the educator will receive will be based on the percentage of time that he is teaching in this area. A teacher not teaching 100% of the time in this area would not get 100% of the bonus amount. Retention Stipend: Existing teachers who serve in hard-to-staff, high-need, or accountability positions will receive a \$1,000 one-time bonus if an internal transfer or new teacher moves into the same position in which they currently serve. This amount will be awarded in one lump sum payment. The amount of bonus the educator will receive will be based on the percentage of time that he is teaching in this area. A teacher not teaching 100% of the time in this area would not get 100% of the bonus amount. Tuition Reimbursement: Teachers who obtain a content-specific endorsement or take content-specific higher education coursework will receive tuition reimbursement of up to four classes per year

(approximately \$1,000 per class). Teachers must serve in a hard-to-staff area the year the tuition reimbursement is received, demonstrate satisfactory performance in the coursework, and the District must grant written pre-approval of the coursework and higher education program. Teachers are eligible to receive this incentive one time, and they must have a TEAM Overall Level of Effectiveness score of 5, 4, or 3.

Reach	18
Estimated Cost	\$18,000

Instructional Roles or Responsibilities

N/A

Performance

Description	Annual base pay increases determined using Level of Overall Effectiveness (LOE) In the SOAR Compensation Salary Schedule, each step is worth \$350. TEAM Overall Level of Effectiveness score of 5: Three steps, or \$1,050 TEAM Overall Level of Effectiveness score of 4: Two steps, or \$700 TEAM Overall Level of Effectiveness score of 3: One step, or \$350
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Eligibility Criteria	Level of Overall Effectiveness (LOE) Tested teachers, Non-tested teachers, portfolio teachers
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Compensation Type and Size	In the SOAR Compensation Salary Schedule, each step is worth \$350. TEAM Overall Level of Effectiveness score of 5: Three steps, or \$1,050 TEAM Overall Level of Effectiveness score of 4: Two steps, or \$700 TEAM Overall Level of Effectiveness score of 3: One step, or \$350
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Reach	220
Estimated Cost	\$140,000

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? Yes

Annual base pay increases determined using evaluation criteria
Advanced degree payments determined using district specific criteria (i.e., district does not award increases for any and all advanced degrees)

Education*

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

Other

N/A

**Education is not a differentiated pay element and does not count toward the mandated criteria.*