

Alvin C. York Institute

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 type="checkbox"/> |

| Hard to Staff (School, Subject, or Placement) | |
|-----------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Description | We offer a hiring and retention bonus for Math and Chemistry teachers. Priority Areas: 9-12 (Math, Science) |
| Eligibility Criteria | Level of Overall Effectiveness (LOE), Individual TVAAS, Certified in content/grade area LOE of 3 or higher or TVAAS of 3 or higher, and certified in content/grade area Current teachers & New hires |
| Compensation Type and Size | Compensation Type: Bonus Bonus Type: Signing/Recruitment, Retention Compensation Amount: Math - \$1,000 signing and retention bonus (7) Chemistry - \$1,000 signing (1) and \$4,000 retention bonus (2) |
| Reach | 9 |
| Estimated Cost | \$16,000 |

| Instructional Roles or Responsibilities | |
|-----------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| N/A | |
| Performance | |
| Description | TVAAS scores of 3, 4, and 5 will receive graduated bonuses and ACT scores of 18.6 and above will receive graduated bonuses. |
| Eligibility Criteria | Eligible Teachers: Tested teachers, Non-tested teachers Eligibility Criteria: Individual TVAAS or Portfolio Growth Score, School level TVAAS, School ACT scores |
| Compensation Type and Size | Individual TVAAS or Portfolio Growth Score (17) Level 3 - \$500 Level 4 - \$1000 Level 5 - \$2000 ACT Prep and English III Teachers (5) ACT Composite - All students testing, Spring 2019 18.6 - 18.89 - \$500 18.9 - 19.19 - \$1,000 19.2 + - \$2,000 |
| Reach | 22 |
| Estimated Cost | \$33,000 |

| Alternative Salary Schedule | |
|--------------------------------------------------------------------------------------------|--|
| Is the district implementing an alternative salary schedule? No | |
| Education* | |
| They are compensated by step raises for Masters, Masters +30, ED.S, and Doctorate Degrees. | |
| Other | |
| N/A | |

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