

HOLLOW ROCK/BRUCETON SPECIAL SCHOOL DISTRICT
2013-14 TEACHER SALARY SCHEDULE
With 1.5% raise, state and Local

Years of Experience	B.S.	Masters	Masters +	Ed.S.	Doctorate
0	32,714	35,121	37,128	38,090	41,395
1	34,148	36,633	38,646	39,433	41,990
2	34,240	36,724	38,736	39,524	41,990
3	34,382	36,866	38,876	39,677	42,690
4	34,741	37,295	39,278	40,105	43,585
5	35,175	37,797	39,799	40,945	44,485
6	35,825	38,554	40,563	42,060	45,705
7	36,274	39,062	41,265	42,965	46,675
8	36,751	39,990	42,480	44,250	48,095
9	37,192	40,850	43,390	45,210	49,135
10	37,586	41,035	43,590	45,390	49,320
11	38,319	41,930	44,535	46,365	50,370
12	38,730	42,100	44,700	46,565	50,585
13	39,173	43,020	45,670	47,560	51,670
14	39,590	43,230	45,860	47,750	51,855
15	40,067	44,150	46,830	48,780	52,975
16	40,143	44,150	46,830	48,780	52,975
17	40,272	44,925	47,650	49,645	53,925
18	40,348	44,925	47,650	49,645	53,925
19	40,860	45,700	48,485	50,520	54,915
20	40,860	45,700	48,485	50,520	54,915

CLASS Award Program

Bonus Model Eligibility—Teachers and Principals

1. Due to grant rules, central office staff, substitute, and non-certified positions are *not* eligible for CLASS Awards.
2. Employees must be employed in a position within 20 calendar days of the 1st day of school to be eligible for a CLASS Award for that schools year. Employees must be continuously employed in an eligible position through the last day of school.
3. Employees must be in attendance 95% or 171 days or of the 180 instructional days (including staff development days) identified as the “instructional school year.” This means that employees cannot be absent for more than 9 days. The following types of leave will be held harmless (i.e., not count as days absent): *military leave, FMLA (Family Medical Leave Act; must be authorized through Director of Schools), assault leave, jury duty, and off-campus duty (such as professional development opportunities or activities approved by the District).*
4. Employees must have credentials for the position in which they function. This means a teacher must be certified or on waiver in order to be eligible for consideration.
5. Employees must be in “good standing” with their professional licensure. Good standing means that all certifications and paperwork are up-to-date.
6. Employees must be supervised and evaluated by the principal or supervisor of the campus where they are serving students. This eligibility rule does not apply to Principals.
7. Employees must complete the instructional-linkage and assignment-verification process through TVAAS®. It is recommended that employees review instructional-linkage and assignment-verification information for accuracy. Likewise, CTE teachers are recommended to complete instructional-linkage and assignment-verification information as required by eTiger.
8. Employees who transfer from one CLASS Award eligible position to another eligible position will receive a bonus based on the position the employee held the greatest percentage of the school year (based on 180 instructional days).
For example: An employee teaches 6th grade math from the first day of school. On February 5, the employee transfers to a non-tested position on the same campus. Both assignments are bonus eligible; however, the bonus model for the new position is different. In this case, the greater percentage of the “school year” was spent as a 6th grade math teacher. Therefore, the bonus amount would be determined on the basis of a 6th grade math teacher.
9. Employees who transfer from a CLASS Award eligible position to non-eligible position during the school year will not be eligible for the CLASS Award.
10. The CLASS Award for employees who work on multiple campuses in the same participation category will be determined on the basis of the percentage of time in which they function at each campus.
For example: If an ELL teacher is based at Campus A $\frac{3}{4}$ of the day and Campus B for $\frac{1}{4}$ of the day, his/her school-level bonus will be based on $\frac{3}{4}$'s of Campus A's results and $\frac{1}{4}$ of Campus B's results.
11. Employees must be continuously employed in an eligible position through the last day of school and at the time of payout unless the individual retires. Retirees will receive full payment.
12. Teachers or administrators who leave the District on their own will or who are non-renewed will not be eligible for their bonus.
13. Employees must receive a score 3 or above on the Composite Score (Effectiveness Score) to be eligible for consideration in the CLASS Award Program.

Hollow Rock – Bruceton Teacher Model 2014-15

<u>Type of Measure</u>	<u>Goal</u>	<u>Tested Teacher</u>	<u>Non-tested Teacher</u>
Team Composite (Educator Effectiveness Score)	Teacher Level 4	\$750	\$750
	Teacher Level 5	\$1000	\$1000
Individual TVAAS (Growth Score)	Teacher Level 4	\$1000	N/A
	Teacher Level 5	\$2000	N/A
School Wide TVAAS (Growth Score)	School Level 4	N/A	\$500
	School Level 5	N/A	\$1000
School Wide AMOs (not including Safe Harbor)	Meet 50 to 79% of AMOs	\$250	\$250
	Meet greater than 80% of AMOs	\$700	\$700
Attendance	Miss 0-2 Instructional Days	\$400	\$400

Hollow Rock – Bruceton Principal Model 2014-15

<u>Type of Measure</u>	<u>Goal</u>	<u>Compensation Amount</u>
Team Composite (Administrator Effectiveness Score)	Level 4	\$750
	Level 5	\$1000
School Wide TVAAS (School Level Effect Score)	School Level 4	\$500
	School Level 5	\$1000
School Wide AMOs (not including Safe Harbor)	Meet 50 to 79% of AMOs	\$250
	Meet greater than 80% of AMOs	\$700