

Bradford Special School District 2021-22 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	During the 2021-2022 school year, our strategic compensation plan includes a \$500 minimum for Hard-To-Staff School bonus for newly hired certified employees in all grades for math, science, reading/ELA, special education, and ESL/ELL. Priority Areas: K-4 (Math, Science, Reading/ELA, ESL/ELL, Special Education), 5-8 (Math, Science, Reading/ELA, ESL/ELL, Special Education), 9-12 (Math, Science, Reading/ELA, ESL/ELL, Special Education)
Eligibility Criteria	Certified in content/grade area; New hires
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment; Retention Compensation Amount: <ul style="list-style-type: none"> K - 8 Science, Math, and ELA - \$500 signing/recruitment bonus (Hard to Staff School) 9 - 12 - Science, Math, and ELA - \$750 signing/recruitment bonus and \$750 retention bonus = \$1,500 Special Education and ESL - \$750 signing/recruitment bonus and \$750 retention bonus = \$1,500
Reach	5
Estimated Cost	\$5,000

Instructional Roles or Responsibilities

N/A

Performance	
Description	All teachers may earn a school performance bonus for ACT and TVAAS School Level up to \$750. In addition, tested teachers/portfolio teachers may earn up to \$1,000 based on their LOE. Non-tested teachers may earn up to \$300 based on their TIGER evaluation score.
Eligibility Criteria	Eligible Teachers: Tested teachers; Non-tested teachers; Portfolio teachers; School administrators Eligibility Criteria: Level of overall effectiveness (LOE); Individual TVAAS or portfolio growth score; School-level TVAAS; ACT Composite Educators must be continuously employed in an eligible position through the end of the school year. They must be certified. Educators must score within the top three levels of the TIGER evaluation rubric.
Compensation Type and Size	Tested/Portfolio Teachers - LOE 4 = \$800 or LOE 5 = \$1,000 Non-Tested Teachers - Level 4 or 5 on the TIGER evaluation - \$300 School Measure - ACT Composite 21 or above = \$250 School Measure - TVAAS - Level 3 = \$300, Level 4 = \$400, or Level 5 = \$500
Reach	45
Estimated Cost	\$36,000

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Educators are compensated for earning advanced degrees. Per our attached salary schedule, we provide extra compensation for MA, MA +45, and EDS degrees.

Other

Principals can earn up to \$3,000 and Assistant Principals can earn up to \$2,500. Based on the School Performance Bonus, school administrators can earn bonuses for the areas listed below.

- School success level 3, 4, or 5 up to \$1,500
- School-wide data and evaluation up to \$1,000
- ACT and student growth on portfolio up to \$500

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