TEACHER/ PRINCIPAL SCALE		2014-2015		Manchester City Schools	

BELOW IS THE REGULAR PAYSCALE FOR TEACHERS FOR MANCHESTER CITY SCHOOLS

YEARS EXP	Total BS	Total MA	Total MA+30	Total EDS	Total DR
0	37450	40503	43490	44344	47321
1	38912	42390	45091	46056	49033
2	39212	42746	45458	46436	49414
3	39563	43182	45871	46885	49879
4	40198	43930	46591	47616	50678
5	40908	44719	47453	48451	51500
6	41655	45578	48355	49337	52409
7	42357	46376	49158	50201	53249
8	43193	47250	50052	51081	54163
9	43898	48082	50855	51941	55038
10	44542	48833	51606	52721	55804
11	45257	49645	52480	53550	56659
12	45956	50381	53215	54381	57492
13	46686	51226	54068	55303	58457
14	47632	52279	55166	56393	59508
15	48641	53448	56310	57599	60740
16	49460	54150	57240	58408	61539
17	50573	55526	58247	59333	62472
18	50685	55634	58357	59443	62584
19	50869	55829	58560	59649	62816
20	50927	55885	58621	59711	62878
25	51465	56422	59159	60249	63417
28	51906	56864	59603	60690	63861

BELOW IS THE POSSIBLE INCENTIVE/BONUS REWARDS FOR TEACHERS FOR MANCHESTER CITY SCHOOLS

Three components would determine extra/incentive/bonus pay for teachers. (TAP Formula)

1. 50% Skills, Knowledge and Responsibilites (from 4 evaluations on everyone)
2. 30% Individual Value Added
3. 20% School Value Added

The amount of extra/incentive/bonus pay would vary accordingly:

Level 1 and 2 teachers would only be eligible for extra pay if their individual value added is 3 or greater and if the school value added is 3 or greater.

Based on the TAP formula above, Level 3, 4 and 5 Teachers can receive a performance bonus based on scores of all three levels. Incentive pay is based on the TAP Model for Performance Based Compensation and calculated by NIET. These teacher amounts will vary from school to school based on the number of teachers in each pool. This composite list will be provided to the administration of Manchester City Schools for payment out to the teacher on the next school year fall paycheck through the TAP Grant monies.