

# Alternative Salary Schedule Summary Document

District	Performance Component	Advanced Degrees	Other Differentiated Elements
<p><b>Chester County</b></p>	<p>Chester County will have two salary schedules:</p> <ul style="list-style-type: none"> <li>• New traditional step and level salary schedule with five lanes</li> <li>• SOAR alternative salary schedule with one lane</li> </ul> <p>All educators hired after 6/30/2020 will be placed on a new step and level schedule.</p> <p>Educators who are employed by the district before 6/30/2020 have the option of moving to the new step and level schedule <b>or</b> remaining on the SOAR plan.</p> <p>Educators who elect to remain on the SOAR plan will stay on a single lane salary schedule with 75 steps each worth \$350. Educators who receive a level of overall effectiveness (LOE) of 3 will advance one step (\$350), a score of 4 will advance two steps (\$700), and a score of 5 will advance three steps (\$1,050). District administrators have met with all currently employed educators one-on-one and each has chosen which option they want for 2020-21. Educators that remain on SOAR have the opportunity each year to move to step and level. Once an educator moves to step and level, they cannot move back to SOAR.</p>	<p>For educators who elect to move to the new traditional step and level salary schedule, educators completing an advanced degree will advance the appropriate lane on the five-lane salary schedule. The five lanes on the salary schedule are: BA/S, MA/S, MA/S+, EDS, and EdD/PhD. Educators must earn the advanced degree in a content-specific area or receive written approval from the district upon degree completion.</p> <p>For educators who elect to remain on the SOAR plan, educators completing an advanced degree will increase base pay by moving forward on the single-lane salary schedule. Educators must earn the advanced degree in a content-specific area or receive written approval from the district upon degree completion. They will advance 4 steps (\$1,400) upon completion of the advanced degree.</p>	<p>Hard to staff incentives (high need/accountability areas)</p> <ul style="list-style-type: none"> <li>– Internal transfer/recruitment stipend</li> <li>– New teacher recruitment stipend</li> <li>– Retention stipend</li> <li>– Tuition reimbursement</li> </ul>

**Kingsport City**

All educators are on a four lane salary schedule with lanes for Bachelors, Masters, EdS, and EdD. All lanes contain 30 steps, and steps are not uniform across the entire experience span.

Base pay increases will no longer be determined by performance (LOE). Educators will advance on the four lane schedule at the rate of one step each year.

Educators completing an advanced degree will increase base pay by moving forward on the four lane salary schedule to the appropriate lane.

The proposed salary schedule has lanes for Bachelors, Masters, EDS, and EDD degrees.

Educators must earn the advanced degree in a content-specific area and receive written approval by the district prior to enrolling in the program

Moving from the Bachelors to the Masters lane will result in a \$4,000 base pay increase. Moving from the Masters to EdS lane will result in a \$3,000 increase. Moving from the EdS to the EdD lane will result in a \$2,000.

National Board Certification