

## Alvin C. York Institute 2019-20 Differentiated Pay Plan

Hard-to-Staff	<input checked="" type="checkbox"/>
Instructional Roles	<input type="checkbox"/>
Performance	<input type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
<b>Description</b>	Signing and retention bonus for 9-12 Math and Chemistry <b>Priority Areas: 9-12 (Math, Science)</b>
<b>Eligibility Criteria</b>	Certified in content/grade area Candidates receive a signing bonus for being highly qualified in 9-12 math or Chemistry. Candidates receive a retention bonus for agreeing to remain in employment for the upcoming school year. Teachers must have a 90% attendance rate and 100% of the professional development and administrative time complete for the previous year. Current teachers and new hires are eligible.
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment/Retention <b>Compensation Amount:</b> <i>Math:</i> \$1,000 signing and \$1,000 retention <i>Chemistry:</i> \$1,000 and \$4,000 retention
<b>Reach</b>	9
<b>Estimated Cost</b>	\$15,000
Instructional Roles or Responsibilities	
<b>N/A</b>	
Performance	
<b>N/A</b>	Updated May 2020: Due to COVID-19 school closures and no evaluation or testing data for 2019-20, the district has elected to remove the performance component from their 2019-20 plan.
Alternative Salary Schedule	
<b>Is the district implementing an alternative salary schedule?</b> No	
Education*	
Our salary schedule has a graduated scale for advanced degrees: BS, MA/MS, MA/MS + 30 SEM., EDS, and PhD.	
Other	
<b>N/A</b>	

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