

Achievement School District 2020-21 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)	
N/A	
Instructional Roles or Responsibilities	
N/A	
Performance	
Description	The performance bonus will be paid to any returning teacher in 2021-22 whose school achieves Tennessee Value-Added Assessment System (TVAAS) school-wide composite score of a 3 or higher based on evaluation data in 2020-21.
Eligibility Criteria	Eligible Teachers: Tested teachers; Non-tested teachers; Portfolio teachers Eligibility Criteria: School-level TVAAS Educators must return in the following academic year to be eligible to receive the performance bonus.
Compensation Type and Size	TVAAS 3: \$500 TVAAS 4: \$1,000 TVAAS 5: \$1,500
Reach	45
Estimated Cost	\$50,000
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? Yes	
Type: Advanced degree payments determined using district specific criteria (i.e., district does not award increases for any and all advanced degrees)	
Criteria: Years of experience The ASD utilizes a single lane salary schedule based on years of experience and does not recognize any advanced degrees.	
Reach: 45	
Estimated Cost: \$50,000	
Education*	
The ASD utilizes a single salary schedule based on years of experience and does not recognize any advanced degrees.	
Other	
N/A	

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