

BRADFORD

2023-24 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)	
Description	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 Our School Board has passed a \$3,000 sign on bonus paid over two years (\$1,500 each September for two years) for all newly hired certified employees. New hires
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Retention Compensation Amount: Our School Board has passed a \$3,000 sign on bonus paid over two years (\$1,500 each September for two years) for all newly hired certified employees. The first payment of \$1,500 is a signing/recruitment bonus and the second year payment of \$1,500 is a retention bonus.
Reach	8
Estimated Cost	\$12,000
Instructional Roles or Responsibilities	
Description	We have 8 teacher leaders (two per grade band). They serve as teacher mentors, data team leaders, school improvement planning chairs, and provide professional development through PLC meetings. In addition, we have two technology support teachers (one in each building) to provide technology support, training, and online resources to teachers. Number of Unique Roles: 5 or more
Eligibility Criteria	Level of overall effectiveness (LOE) Individual TVAAS Certified in content/grade area Years of experience Advanced degrees Teachers are selected based on the eligibility above for these positions by the district and school leadership team. Teachers must commit to serving in this role for one school year, and the leadership team evaluates roles each summer.
Compensation Type and Size	8 teacher leaders x \$1,200 = \$9,600 2 technology lead teachers x \$1,200 = \$2,400
Reach	10

Estimated Cost	\$12,000
Performance	
Description	Our district awards a performance bonus yearly based on TVAAS levels or Portfolio levels for tested teachers and having a TIGER evaluation score of 4 or higher for non-tested teachers. In addition, we pay school level measure for ACT and the TVAAS school-wide composite level.
Eligibility Criteria	<p>Eligible Teachers: Tested teachers Non-tested teachers Portfolio teachers School administrators</p> <p>Eligibility Criteria: Level of overall effectiveness (LOE) Individual TVAAS or portfolio growth score School-level TVAAS</p> <p>We have developed eligibility rules. These rules include being hired within the first twenty calendar days of the school year, having a certification in the area they teach, and remaining employed in an eligible position.</p>
Compensation Type and Size	<p>TVAAS Level 5 - \$1,000 (tested) TVAAS Level 4 - \$800 (tested) TIGER Evaluation of 4 or higher - \$300 (non-tested) ACT Composite 21 or above - \$250 (school level) TVAAS School-Wide Composite - Level 3 = \$300, Level 4 = \$400, or Level 5 = \$500 (school level)</p>
Reach	50
Estimated Cost	\$50,000
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
BS, MA, MA+45, and Educational Specialist	
Other	
Each school principal may receive up to \$3,000 based on the TEAM Administrator Rubric score and on the school-wide composite score.	