

Alvin C. York Institute

2023-24 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)	
Description	Foreign Language Priority Areas: 9-12 (Math, Science)
Eligibility Criteria	Certified in content/grade area Existing teachers in these areas will be granted a retention bonus upon signing their contract. Any monies paid for retention must be paid back if the teacher fails to fulfill his/her contract. Current teachers
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Retention Compensation Amount: Math Retention Bonus - \$1,000.00
Reach	7
Estimated Cost	\$13,000

Instructional Roles or Responsibilities	
N/A	
Performance	
Description	The district will offer a bonus to Instructors/Inclusion Instructors of every EOC tested course. These instructors must achieve an individual achievement and growth score of 4 or 5 level TVAAS as provided by the TDOE for the 2022-23 school year in order to obtain this bonus. A performance bonus will be given to junior level instructors (11th grade) in Math, Science, and ELA for an ACT composite of 19.5 or higher on the Spring ACT testing for Juniors. Classes are English 3, Chemistry, Biology 2, Physics, Algebra 2, and Pre-Cal.
Eligibility Criteria	Eligible Teachers: Tested teachers Eligibility Criteria: Level of overall effectiveness (LOE)
Compensation Type and Size	Achievement and Growth TVAAS level 4-\$1,000.00
Reach	15
Estimated Cost	\$19,000

Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
Our salary schedule has a graduated scale for advanced degrees (MA/MS, MA/MS+30, EDS, PHD)	
Other	