

Union City Schools

2018-19 Differentiated Pay Plan

Hard-to-Staff	<input 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)

N/A

Instructional Roles or Responsibilities

Description	<p>Teacher Leaders in grades Pre-K-4:</p> <ul style="list-style-type: none"> Teacher Leaders will work with the Supervisor of Instruction to facilitate professional development activities throughout the year. Serve as Mentors to new teachers Facilitate PLCs, where they will share instructional resources and assist in helping teachers implement effective teaching strategies. Demonstrate an effective lesson to the PLCs Observe other teachers and provide constructive feedback to them Provide leadership as teachers align standards, use common pacing guides, and develop shared assessment. Serve as a liaison between the principal and Supervisor of Instruction.
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Number of Unique Roles: 1

Eligibility Criteria	Level of Overall Effectiveness (LOE), Certified in content/grade area, Years of experience
Compensation Type and Size	\$1,000/year
Reach	9
Estimated Cost	\$9,000

Performance

Description	<p>The bonus will be given to qualifying teachers and school administrators. Requirements for qualifying include:</p> <ul style="list-style-type: none"> be a full-time certified employee must receive a minimum score of 3 on the overall observation score on the TEAM evaluation may not miss more than 10 school days for the applicable school year, with the only exception being FMLA, military, or absences from system-approved professional activities.
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The bonus is as follows: Teachers and school administrators, whose school's TVAAS score for Literacy and Numeracy, is a 4 or 5 receive a bonus (Score of 5=\$400; Score of 4=\$350).

In addition, a bonus in the amount of \$250 will be given to qualifying teachers and school administrators in grades Pre-K-12, based on the graduating class' average ACT Composite of 21 or above.

Eligibility Criteria

Eligible Teachers: Tested teachers, Non-tested teachers, Portfolio teachers

Eligibility Criteria: School level TVAAS

Other: The bonus will be given to qualifying teachers and school administrators. Criteria includes

- be a full-time certified employee
- must receive a minimum score of 3 on the overall observation score on the TEAM evaluation;
- may not miss more than 10 school days for the applicable school year, with the only exception being FMLA, military, or absences from system-approved professional activities.

The bonus is as follows: Teachers and school administrators whose school's TVAAS score for Literacy and Numeracy is a 4 or 5 will receive a bonus based on the score (Score of 5=\$400; Score of 4=\$350) In addition, a bonus in the amount of \$250 will be given to eligible teachers and school administrators if the graduating class' ACT component score is 21 or above.

Additional Criteria: Minimum score of 3 on the overall observation score for the TEAM evaluation. Minimum score of graduating class' ACT composite score of 21

Compensation Type and Size	School TVAAS score: 4=\$400 3=\$350 Graduating class' average ACT Composite of 21 or above=\$250
Reach	120
Estimated Cost	\$60,000

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

All teachers are eligible for base pay increases for experience each year, for up to 20 years. An estimated 1% increase, with Board approval, is planned for 2018-19. The district recognizes the following above a BS: BS+15, BS+30, MA, MA+15, MA+30, MA+45, Ed.S. and Ed.D.

Other

N/A

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