

Chester County Schools

2019-20 Differentiated Pay Plan

Hard-to-Staff	<input checked="" 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)	
Description	<p>SLP and 9-12 math have been designated as hard to staff.</p> <p><i>1. Internal transfer or recruitment</i></p> <p>Educators who agree to move to a hard-to-staff, high need or accountability area will receive a \$2,000 one-time bonus.</p> <ul style="list-style-type: none"> This amount will be awarded in one lump sum payment. The amount of bonus the educator will receive will be based on the percentage of time that he is teaching in this area. A teacher not teaching 100% of the time in this area would not get 100% of the bonus amount. <p><i>2. New teacher recruitment incentives</i></p> <p>Teachers new to the District who move into a designated hard-to-staff, high need or accountability area will receive a \$1,500 signing bonus. Teachers will receive another \$2,500 stipend following demonstration of satisfactory performance (TEAM Overall Level of Effectiveness score of 3 or higher).</p> <ul style="list-style-type: none"> This amount will be awarded in one lump sum payment. The amount of bonus the educator will receive will be based on the percentage of time that he is teaching in this area. A teacher not teaching 100% of the time in this area would not get 100% of the bonus amount. <p><i>Revised May 2020: Due to COVID-19 school closures and no evaluation or testing data for 2019-20, the district elected to provide the retention stipend to all qualifying educators (2).</i></p> <p><i>3. Retention Stipend</i></p> <p>Existing teachers who serve in hard-to-staff, high-need, or accountability positions will receive a \$1,000 one-time bonus if an internal transfer or new teacher moves into the same position in which they currently serve.</p> <ul style="list-style-type: none"> This amount will be awarded in one lump sum payment. The amount of bonus the educator will receive will be based on the percentage of time that he is teaching in this area. A teacher not teaching 100% of the time in this area would not get 100% of the bonus amount. <p>Priority Areas: 9-12 (Math, Other)</p>
Eligibility Criteria	<p>Hard to staff positions are in tested or accountability areas only. The district will define hard to staff, high need and accountability areas annually. These positions will be posted before the end of the previous school year.</p> <p>Current teachers and new hires are eligible.</p>
Compensation Type and	Compensation Type: Bonus Bonus Type: Signing/Recruitment/Retention

Size	Compensation Amount: New Teachers 9-12 Math - 4 X 1,500 = 6,000 Retention - 3 X 1,000 = 3,000
Reach	7
Estimated Cost	\$9,000
Instructional Roles or Responsibilities	
N/A	
Performance	
Description	Teachers will receive step increases based on the following criteria: <ul style="list-style-type: none"> Completion of an advanced degree from an accredited school of education or content-specific advanced degree with prior written approval from the District: Four steps, or \$1,400 In the SOAR Compensation Salary Schedule, each step is worth \$350.
Eligibility Criteria	Eligible Teachers: All teachers Eligibility Criteria: Overall Level of Effectiveness (LOE)
Compensation Type and Size	Teachers will receive step increases based on the following criteria: <ul style="list-style-type: none"> TEAM Overall Level of Effectiveness score of 5: Three steps, or \$1,050 TEAM Overall Level of Effectiveness score of 4: Two steps, or \$700 TEAM Overall Level of Effectiveness score of 3: One step, or \$350
Reach	190
Estimated Cost	\$162,750
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> Yes	
Type: Annual base pay increases determined using evaluation criteria; Advanced degree payments determined using district specific criteria (i.e., district does not award increases for any and all advanced degrees)	
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Reach:	190
Estimated Cost:	\$162,750
Education*	
Teachers will receive step increases based on the following criteria: Completion of an advanced degree from an accredited school of education or content-specific advanced degree with prior written approval from the District: Four steps, or \$1,400.	
Other	
N/A	

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