

Alvin C. York Institute 2020-21 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	Hard to staff incentives will be provided to Math, Chemistry, and Foreign Language teachers. Priority Areas: 9-12 (Math, Science, Other)
Eligibility Criteria	Certified in content/grade area New hires will receive a signing bonus for being certified in the hard-to-staff content/grade areas of Math, Chemistry, and Foreign Language. Existing teachers will receive a retention bonus for agreeing to remain in employment in Math, Chemistry, and Foreign Language for the upcoming school year. Current teachers and new hires are eligible.
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment/Retention Compensation Amount: \$1000 Math and Foreign Language signing and retention (8 x \$1000 = \$8000); \$1000 Chemistry signing bonus - one time allocation (2 x \$1000 = \$2000); \$4000 Chemistry retention (2 x \$4000 = \$8000)
Reach	10
Estimated Cost	\$18,000
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 score of 3, 4, or 5 level TVAAS as provided by the TDOE in order to obtain this bonus. A performance bonus will be given to Junior (11th grade) level Math, Science, and ELA teachers for an ACT composite of 19.5 to 20.99 and a higher bonus for a 21.0 or higher composite on the Spring ACT testing for Juniors. Classes eligible are English 3, Chemistry, Biology 2, Physics, Algebra 2, and Pre-Cal.
Eligibility Criteria	Eligible Teachers: Tested teachers Eligibility Criteria: Individual TVAAS or portfolio growth score Other: ACT Composite for Junior (11th grade) class TVAAS Level 3, 4, or 5 ACT composite of 19.5 or higher for the statewide spring ACT testing date for the Junior class.
Compensation Type and Size	TVAAS Level 3 x \$500 TVAAS Level 4 x \$1000 TVAAS Level 5 x \$1500 Junior ACT Composite 19.5 - 20.99 x \$500 Junior ACT Composite 21.0 or higher x \$1000
Reach	20

Estimated Cost \$30,000

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Our salary schedule has a graduated scale for advanced degrees (MA, MA+30, EDS, PhD).

Other

We give supplements for administrative roles that require "x" amount of hours for the supplement.

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