

Union City Schools

2021-22 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	The instructional leaders will receive a stipend to lead and facilitate monthly PLC meetings and or chair a department. These teachers will also serve on the School Leadership Teams and Curriculum Teams. They will mentor new teachers for the entire school year. Number of Unique Roles: 1
Eligibility Criteria	Level of overall effectiveness (LOE); Certified in content/grade area District and school administrators will screen for qualities which include the following: 1. Being effective teachers in the classroom. 2. Having a teacher effect score of 4 or 5. 3. Possessing leadership and facilitation skills.
Compensation Type and Size	The payout will be given yearly in the form of a \$1,000 stipend for 13 teachers.
Reach	13
Estimated Cost	\$13,000

Performance	
Description	Using school-wide TVAAS data, teachers in PreK-12 will receive a bonus based on each applicable school's TVAAS score for the Literacy and Numeracy. The school score will be based on the one specific school assigned to each teacher. <ul style="list-style-type: none"> Score of 5=\$400 Score of 4=\$350 Based on the graduating class's average ACT Composite of 21 or above, using the highest score for each student, teachers in grades PreK-12 will receive a \$250 bonus. The average will be calculated after the return fo the April ACT test.
Eligibility Criteria	Eligible Teachers: Tested teachers; Non-tested teachers; Portfolio teachers; School administrators Eligibility Criteria: School-level TVAAS; Other: Based on the graduating class'sw average ACT Composite Score
Compensation Type and Size	Score of 5 - \$400 Score of 4 - \$350 ACT of 21 or above - \$250
Reach	120
Estimated Cost	\$75,000

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

The salary schedule recognizes BS, MA, MA+45, and EDS.

Other

Administrators can receive a performance based bonus. School wide TVAAS of 4=\$350, school-wide TVAAS of 5=\$400, ACT composite score of 21+ for the graduating class-\$250. There are 9 administrators who can receive this bonus if they meet the eligibility.

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