

Chester County School System 2021-22 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>Hard to staff positions are in tested or accountability areas. 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. Elementary SPED - PreK has been designated as hard to staff</p> <ol style="list-style-type: none"> Internal transfer or recruitment: Educators who agree to move to a hard-to-staff, high need or accountability area will receive a \$2,000 one-time bonus. This bonus is available to educators who participate in either of the SOAR Classic or SOAR 2.0 Salary schedules. <ol 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. An educator not teaching 100% of the time in this area would not get 100% of the bonus amount. New educator recruitment incentives: This bonus is available to educators who participate in the SOAR 2.0 Salary schedule only. Educators new to the District who move into a designated hard-to-staff, high need or accountability area will receive a \$1,500 signing bonus. Educators will receive another \$2,500 stipend following demonstration of satisfactory performance (TEAM Overall Level of Effectiveness score of 3 or higher). <ol 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. An educator not teaching 100% of the time in this area would not get 100% of the bonus amount. Retention Stipend: Existing educators 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 educator moves into the same position in which they currently serve. This bonus is available to educators who participate in either of the SOAR Classic or SOAR 2.0 Salary schedules. <ol 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. An educator not teaching 100% of the time in this area would not get 100% of the bonus amount.
Priority Areas: K-4 (Special Education)	
Eligibility Criteria	Current teachers and new hires are eligible.

Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment; Retention Compensation Amount: New Teachers - SPED - PreK - \$1,500 X 2 = \$3,000
Reach	2
Estimated Cost	\$3,000

Instructional Roles or Responsibilities

N/A

Performance

Description	In the alternative SOAR Compensation Salary Schedule, each step is worth \$350. 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
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Eligibility Criteria	Eligible Teachers: Tested teachers, non-tested teachers Eligibility Criteria: Level of Overall Effectiveness (LOE) ; Must opt into SOAR Classic salary schedule
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Compensation Type and Size	<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
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Reach	63
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Estimated Cost	\$55,125
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Alternative Salary Schedule

Is the district implementing an alternative salary schedule? 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)

Criteria: Level of overall effectiveness (LOE)

Educators employed before 6/30/2020 have the option of choosing the alternative salary schedule or moving to the traditional step and level schedule. New employees hired after 7/1/2020 will automatically be placed on the the traditional step and level schedule. For the 21-22 school year, we have approximately 63 teachers that have elected to remain on the alternative salary schedule. Educators remaining on the alternative salary schedule will will receive step increases based on the following criteria: Teachers will receive step increases based on the following criteria:

- 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

Educators will receive advanced degree 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

Reach: 63

Estimated Cost: \$55,125

Education*

Educators remaining on SOAR Classic will receive advanced degree 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

Educators moving to Step and Level (SOAR 2.0) will move to the next lane according to the degree earned: BA, MA, MA+30, EDS, PHD.

Other

N/A

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