

CHESTER COUNTY

2022-23 Differentiated Pay Plan

Hard-to-Staff	<input 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)	
N/A	
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
Eligibility Criteria	Eligible Teachers: Tested teachers, non-tested Eligibility Criteria: Level of Overall Effectiveness (LOE) ; Must opt into SOAR Classic salary schedule
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
Reach	15
Estimated Cost	\$15,750

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 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.

Educators employed before 6/30/2020 have the option of choosing the alternative salary schedule (SOAR Classic) or moving to the traditional step and level schedule (SOAR 2.0). New employees hired after 7/1/2020 will automatically be placed on the traditional step and level schedule (SOAR 2.0). For the 22-23 school year, we have approximately 15 teachers that have elected to remain on the alternative salary schedule (SOAR Classic). Educators remaining on the alternative salary

schedule (SOAR Classic) 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

Reach: 15

Estimated Cost: \$15,750

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