

Achievement School District 2019-20 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	The performance bonus will be paid to any returning teacher in 2020-21 whose school achieves an overall school-level Tennessee Value-Added Assessment System (TVAAS) of a 3 or higher based on evaluation data in 2018-19 (due to COVID-19 closures, 2018-19 data will be used in lieu of 2019-20 data).
Eligibility Criteria	Eligible Teachers: Tested teachers; Non-tested teachers; Portfolio teachers Eligibility Criteria: School-level TVAAS Educators must return in the following academic year to be eligible to receive the performance bonus.
Compensation Type and Size	TVAAS 3: \$500 TVAAS 4: \$1,000 TVAAS 5: \$1,500 If additional funds permit, the amounts will be increased.
Reach	45
Estimated Cost	\$50,000
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? Yes	
Type: Advanced degree payments determined using district specific criteria (i.e., district does not award increases for any and all advanced degrees)	
Criteria: Years of experience The ASD utilizes a single lane salary schedule based on years of experience and does not recognize any advanced degrees. Educators will advance one step on the salary schedule for each year of experience.	
Education*	
The ASD utilizes a single lane salary schedule based on years of experience and does not recognize any advanced degrees.	
Other	
N/A	

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