

Union City Schools

2019-20 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: 5 or more
Eligibility Criteria	Level of overall effectiveness (LOE); Certified in content/grade area District and school administrators will screen for qualities which include the following: <ol style="list-style-type: none"> 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 10 teacher leaders for a total of \$10,000.
Reach	10
Estimated Cost	\$10,000

Performance

Description	<p>Updated May 2020: Due to COVID-19 school closures and no evaluation or testing data for 2019-20, the previous school-wide TVAAS bonus has been removed from the 2019-20 differentiated pay plan. Instead, the district has increased the amount of the ACT Composite bonus.</p> <p>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 \$550 bonus. The average will be calculated after the return of the April ACT test.</p> <p>Teachers may not miss more than 10 days of school. Must have a minimum of 3 on the observation score.</p>
Eligibility Criteria	<p>Eligible Teachers: Tested teachers; Non-tested teachers; Portfolio teachers; School administrators</p> <p>Eligibility Criteria: Other: Based on graduating class's average ACT Composite of 21 or above, using the highest score for each student</p>
Compensation Type and Size	ACT \$550
Reach	115
Estimated Cost	\$74,750

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

All eligible teachers PK-12 will be eligible for base pay increases as they obtain additional college credit in the education field. Teachers must turn in a current transcript documenting the hours or degree earned. We pay for BS+15, BS+30, MA, MA+15 MS+30, MA+45,ED.S, Ed.D.

Other

N/A

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