

Bradford Special School District 2020-21 Differentiated Pay Plan

Hard-to-Staff	<input checked="" type="checkbox"/>
Instructional Roles	<input type="checkbox"/>
Performance	<input checked="" type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
Description	During the 2020 - 2021 school year, our strategic compensation plan includes a \$500 minimum for Hard-To-Staff School bonus for newly hired certified employees in all grades for math, science, reading/ELA, and special education. All other certified employees will also receive the \$500 Hard-To-Staff component if there are no performance measures during the 2020 - 2021 school year. Priority Areas: K-4 (Math, Reading/ELA, Special Education), 5-8 (Math, Reading/ELA, Special Education), 9-12 (Math, Reading/ELA, Special Education)
Eligibility Criteria	Certified in content/grade area Only new hires are eligible.
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment/Retention Compensation Amount: K - 8 Science, Math, and Reading/ELA - \$500 signing/recruitment bonus (Hard to Staff School) 9 - 12 Science, Math, and Reading/ELA - \$750 signing/recruitment bonus and \$750 retention bonus = Total \$1,500 Special Education - \$750 signing/recruitment
Reach	5
Estimated Cost	\$5,000

Instructional Roles or Responsibilities

N/A

Performance	
Description	All teachers may earn a school performance bonus for ACT and TVAAS School Level up to \$750. In addition, tested teachers/portfolio teachers may earn up to \$1,000 based on their LOE. Non-tested teachers may earn up to \$300 based on the TIGER evaluation score.
Eligibility Criteria	Eligible Teachers: Tested teachers; Non-tested teachers; Portfolio teachers; School administrators Eligibility Criteria: Level of overall effectiveness (LOE); Individual TVAAS or portfolio growth score; School-level TVAAS; Other: ACT composite Educators must be continuously employed in a eligible position through the last day of school. They must be certified. Educators must score within the top three levels of the TIGER Evaluation Rubric.
Compensation Type and Size	Tested/Portfolio Teacher - LOE 4 x \$800 or LOE 5 x \$1,000 Non-Tested - Level 4 or Higher on TIGER evaluation - \$300 School Measure - ACT 21 or above - \$250 TVAAS School Measure - Level 3 = \$300, Level 4 = \$400, and Level 5 = \$500
Reach	43
Estimated Cost	\$36,000

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Educators are compensated for earning the advanced degrees. Per our attached salary schedule, we provide extra compensation for MA, MA+45, and Ed.D degrees.

Other

Principals can earn up to \$3,000 and Assistant Principals can earn up to \$2,500. Based on the school performance bonus, school administrators can earn bonuses for the School Success Level 3, 4, or 5 (up to \$1,500), School Wide Data and Evaluation (up to \$1,000), ACT, and Student Growth on Portfolio (up to \$500).

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