

Union City Schools

2020-21 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: 1
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 \$1000 stipend for 13 teacher leaders for a total of \$13000.
Reach	13
Estimated Cost	\$13,000
Performance	
Description	Using school-wide TVAAS data, teachers in PreK-12 will receive a bonus, based on each applicable school's TVAAS score for the Literacy and Numeracy. The school score will be based on the one specific school assigned to each teacher. <ul style="list-style-type: none"> • Score of 5=\$400 • Score of 4=\$350 <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 \$250 bonus. The average will be calculated after the return of the April ACT test.</p>
Eligibility Criteria	Eligible Teachers: Tested teachers; Non-tested teachers; Portfolio teachers; School administrators Eligibility Criteria: Level of overall effectiveness (LOE); School-level TVAAS; Other: Based on graduating class's average ACT Composite of 21 or above, using the highest score for each student. Teachers may not miss more than 10 days of school. Must have a minimum of 3 on the observation score.
Compensation Type and Size	School-Wide TVAAS Score of 5=\$400 School-Wide TVAAS Score of 4=\$350 ACT Composite of 21+ = \$250
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 credit in the education field. Teachers must turn in a current transcript documenting the hours or degree earned. We pay for BS, MS, MS+30, ED.S, Ed.D.

Other

Administrators can receive a performance based bonus: School-wide TVAAS of 4=\$350, School-wide TVAAS of 5=\$400, ACT composite score of 21+ for the graduating class=\$250.

There are 9 administrators who can receive the bonus if they meet eligibility requirements.

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