

Chester County Schools 2020-21 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	<p>In the alternative SOAR Compensation Salary Schedule, each step is worth \$350. Teachers will receive step increases based on the following criteria:</p> <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 <p>For those educators remaining on the SOAR compensation plan, due to no state testing and no LOE data for 19-20, the district will use the average LOE score from 2017-2018 and 2018-2019 or the 2019-2020 observation data, whichever is highest, to determine base pay increases to take effect during the 2020-21 school year.</p>
Eligibility Criteria	<p>Eligible Teachers: Tested teachers, nontested teachers</p> <p>Eligibility Criteria: Level of Overall Effectiveness (LOE)</p>
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	106
Estimated Cost	\$92,750

Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? Yes	
<p>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)</p>	
<p>Criteria: Level of overall effectiveness (LOE); Observation score</p> <p>Educators employed before 6/30/2020 have the option of choosing the alternative salary schedule or moving to the traditional step and level schedule. New employees hired after 7/1/2020 will automatically be placed on the the traditional step and level schedule.</p>	

For the 20-21 school year, we have approximately 106 teachers that have elected to remain on the alternative salary schedule.

Educators remaining on the alternative salary schedule will will receive 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 for a one time payout.

In the alternative SOAR Compensation Salary Schedule, each step is worth \$350. Teachers 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

For those educators remaining on the SOAR compensation plan, due to no state testing and no LOE data for 19-20, the district will use the average LOE score from 2017-2018 and 2018-2019 or the 2019-2020 observation data, whichever is highest, to determine base pay increases to take effect during the 2020-21 school year.

Reach: 106

Estimated Cost: \$92,750

Education*

Educators remaining on the alternative salary schedule will receive 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 for a one time payout.

Educators moving to Step and Level salary schedule will move to the next lane according to the degree earned: BA, MA, MA+30, EDS, PHD.

Other

N/A

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