

## Achievement School District 2021-22 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)	
<b>Description</b>	Recruitment bonuses for hard to staff positions (\$3,000 for Teachers without TVAAS Level but LOE or Level 3, \$4,000 for Level 4 TVAAS teacher, \$5,000 for Level 5 TVAAS teacher) <b>Priority Areas: K-4</b> (Math, Science, Reading/ELA)
<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE); Individual TVAAS Current teachers and new hires are eligible.
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment <b>Compensation Amount:</b> Level 3 -\$3,000.00 Level 4- \$4,000.00 Level 5- \$5,000.00
<b>Reach</b>	8
<b>Estimated Cost</b>	\$40,000

Instructional Roles or Responsibilities	
<b>Description</b>	Teacher leaders: serve on the leadership team; provide mentoring, coaching, and data analysis;; assist in developing the SIP and tracking the school's progress toward meeting the SIP goals; and participate in leadership trainings in order to build capacity within the school (5 individuals). Teacher mentors: highly effective and highly performing mentor teachers to conduct on the job learning and mentoring for new, novice, and struggling teachers (4 Individuals). Individual support will be provided by each mentor teacher along with monthly professional development. <b>Number of Unique Roles: 2</b>
<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE); Individual TVAAS
<b>Compensation Type and Size</b>	Teacher Leaders - \$5,000.00 Teacher Mentors - \$3,000.00
<b>Reach</b>	9
<b>Estimated Cost</b>	\$37,000

Performance	
<b>Description</b>	Educators are eligible for a base pay increase based on TVAAS. For teachers who generate a TVAAS score, we will use individual TVAAS. For teachers that did not receive a growth score or generate a TVAAS score, we will use the school-wide TVAAS composite.
<b>Eligibility Criteria</b>	<b>Eligible Teachers:</b> Tested teachers; School administrators; Other instructional staff <b>Eligibility Criteria:</b> Individual TVAAS or portfolio growth score; School-level TVAAS
<b>Compensation Type and Size</b>	TVAAS 3 - \$500 TVAAS 4 -\$1,000

TVAAS 5 - \$1,500

**Reach** 40

**Estimated Cost** \$60,000

#### Alternative Salary Schedule

***Is the district implementing an alternative salary schedule?*** Yes

**Type:** Annual base pay increases determined using evaluation criteria

**Criteria:** Individual TVAAS or portfolio growth score; School-level TVAAS

Educators are eligible for a base pay increase based on TVAAS. For teachers who generate a TVAAS score, we will use individual TVAAS. For teachers that did not receive a growth score or generate a TVAAS score, we will use the school-wide TVAAS composite.

The ASD utilizes a single lane salary schedule based on years of experience and does not recognize any advanced degrees.

**Reach:** 40

**Estimated Cost:** \$60,000

#### Education\*

The ASD utilizes a single lane salary schedule based on years of experience and does not recognize any advanced degrees.

#### Other

School Leader Compensation: Retention Bonus-\$12,000; Recruitment Bonus-\$15,000

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