

# Alvin C. York Institute

## 2023-24 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)	
<b>Description</b>	Foreign Language <b>Priority Areas: 9-12 (Math, Science)</b>
<b>Eligibility Criteria</b>	Certified in content/grade area Existing teachers in these areas will be granted a retention bonus upon signing their contract. Any monies paid for retention must be paid back if the teacher fails to fulfill his/her contract. Current teachers
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Retention <b>Compensation Amount:</b> Math Retention Bonus - \$1,000.00
<b>Reach</b>	7
<b>Estimated Cost</b>	\$13,000

Instructional Roles or Responsibilities	
N/A	
Performance	
<b>Description</b>	The district will offer a bonus to Instructors/Inclusion Instructors of every EOC tested course. These instructors must achieve an individual achievement and growth score of 4 or 5 level TVAAS as provided by the TDOE for the 2022-23 school year in order to obtain this bonus. A performance bonus will be given to junior level instructors (11th grade) in Math, Science, and ELA for an ACT composite of 19.5 or higher on the Spring ACT testing for Juniors. Classes are English 3, Chemistry, Biology 2, Physics, Algebra 2, and Pre-Cal.
<b>Eligibility Criteria</b>	<b>Eligible Teachers:</b> Tested teachers <b>Eligibility Criteria:</b> Level of overall effectiveness (LOE)
<b>Compensation Type and Size</b>	Achievement and Growth TVAAS level 4-\$1,000.00
<b>Reach</b>	15
<b>Estimated Cost</b>	\$19,000

Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
Our salary schedule has a graduated scale for advanced degrees (MA/MS, MA/MS+30, EDS, PHD)	
Other	