

Alvin C. York Institute 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 type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
Description	Signing bonus for Math, Chemistry, and Foreign Language. Priority Areas: 9-12 (Math, Chemistry, Other: Foreign Language)
Eligibility Criteria	Certified in content/grade area New hires receive a signing bonus for being certified in the hard to staff content areas of Math, Chemistry, and Foreign Language. 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.
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment; Retention Compensation Amount: Math, Chemistry and Foreign Language Signing bonus - \$1,000 Math and Foreign Language Retention bonus - \$1,000 Chemistry Retention bonus - \$4,000
Reach	9
Estimated Cost	\$15,000
Instructional Roles or Responsibilities	
Description	One Math and one ELA teacher will be utilized one block per day to coach within their respective areas. One Teacher will be assigned Federal Programs ESEA and one teacher will be assigned IDEA and one teacher will be assigned to CTE/Carl Perkins duties. Number of Unique Roles: 4
Eligibility Criteria	Level of overall effectiveness (LOE); Certified in content/grade area; Years of experience; Advanced degrees; All positions have the most experience within their departments, and/or 5 or more years of consistent level 4 or higher LOE, and have a master's degree or higher.
Compensation Type and Size	10% supplement to their salaries
Reach	5
Estimated Cost	\$60,000
Performance	
Description	The district will offer a bonus to Instructors / Inclusion Instructors of every EOC tested course. These instructors must achieve an individual score of 3, 4, or 5 level TVAAS as provided by the TDOE for the 2021-22 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 eligible are English 3, Chemistry, Biology 2, Physics, Algebra 2, and Pre-Cal.
Eligibility Criteria	Eligible Teachers: Tested teachers; Non-tested teachers Eligibility Criteria: Individual TVAAS or portfolio growth score; Other: ACT composite score for the Spring 11th grade test

Compensation Type and Size	TVAAS level 3 - \$500 TVAAS level 4 - \$1000 TVAAS level 5 - \$1500
Reach	16
Estimated Cost	\$30,000

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Our salary schedule has a graduated scale for advanced degrees (MA/M, MA/MS+30SEM., EDS, PHD).

Other

We provide supplements for administrative roles that require hours of duties beyond the regular school day.

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